





CONCHO VALLEY
COUNCIL OF GOVERNMENTS



Head Start/Early Head Start Policy Council Meeting Announcement

✨ **You're Invited!** ✨

 **Date:** Wednesday, May 13th, 2026

 **Time:** 11:00 AM

 **Meeting ID:** 256 510 889 411 2

 **Passcode:** qN6DL99M

 Join us and be part of the conversation!



Scan the QR to login to the meeting
or download the TEAMS app

Agenda Packet Arrival: Date 5-6-2025



NOTICE OF A Public Meeting: April 8th, 2025, 5430 Link Rd San Angelo, TX 76904.
Posted in accordance with CVCOG Head Start By-Laws on February 11th, 2025

Agenda Items
Determination of Quorum
Call Meeting to Order
Public Comment
1. Consider and take appropriate action concerning the May Policy Council Agenda Revisions.
2. Consider and take appropriate action concerning the Policy Council April Minutes
3. Consider and take appropriate action concerning the Personnel Report
4. Consider and take appropriate action concerning the CVCOG Summary Budget Comparison Grant H09, Head Start 25-26 From 6/1/2025 Through 3/31/2026
5. Consider and take appropriate action concerning the CVCOG Summary Budget Comparison Grant H10, Head Start Nutrition 24-25 From 10/1/2024 Through 3/31/2026
6. Consider and take appropriate action concerning the Head Start Open Account Summary March
7. Consider and take appropriate action concerning the Scholastic Curriculum for the 2026-2027 School Year
8. Consider and take appropriate action concerning the Kaplan Early Learning Purchase amount
9. Consider and take appropriate action concerning the CVCOG Head Start 25-26 Self-Assessment Report
10. Consider and take appropriate action concerning the CVCOG Head Start QIP -Quality Improvement Plan
11. Consider and take appropriate action concerning Policies and Procedures 1302 Subpart J – Program Management and Quality Improvement
12. Information item: <ul style="list-style-type: none"> • Director’s Report

Carol Raymond, Head Start Director

The meeting place is accessible to people with disabilities. If assistance is needed to observe or comment, please call Stacy Walker at (325) 944-9666 at least 24 hours prior to the meeting.



May -Agenda ITEM 1



CONCHO VALLEY
COUNCIL OF GOVERNMENTS
5430 Link Road • San Angelo, TX 76904
325-944-9666

To: Policy Council

From: Carolina Raymond - Director of Head Start

Date: May 13th, 2026

Re: CVCOG Head Start Scholastic Curriculum

Consider and take appropriate action concerning the agenda revision for the May 2026 Policy Council Meeting distributed on May 12th.

Policy Council Chair

Date



May -Agenda ITEM 2



Date & Time: April 8th, 2026	Meeting called to order at and by: Deliliah Schnitzer at 11:01	Meeting concluded at and by: 11:30
--	--	--

Determination of Quorum

- **Quorum met with 9 members in attendance.**

Public Comment

- **No public comment**

1. Review, Consideration, and Approval of Policy Council March Minutes

- **No Comment**

1st Montion	Pat – Community Partner	All in Favor	Yes
2nd Motion	Giselle – Ozona HS	Any Opposed	None

2. Review, Consideration, and Approval of Personnel Report

- **Stacy Walker presented that the team continuing outreach and interviews to complete staffing for the last few positions.**

1st Montion	Catherine – Community Partner	All in Favor	Yes
2nd Motion	Cathy – Community Partner	Any Opposed	None

3. Review, Consideration, and Approval of CVCOG Summary Budget Comparison Grant H09, Head Start 25-26 From 6/1/2025 Through 2/28/2026 – February.

- **Stacy Walker presented on the main operating grant, noting we are in our 9th month of operation and should be at 74.97%. Head Start is currently at 73.49%, and Early Head Start is at 66.00%.**

1st Montion	Abrianna – Day EHS	All in Favor	Yes
2nd Motion	Catherine – Community Partner	Any Opposed	None

4. Review, Consideration, and Approval of CVCOG Summary Budget Comparison Grant H10, Head Start Nutrition 24-25 From 10/1/2024 Through 2/28/2025 – February

- **Stacy Walker presented our nutrition grant which began on Oct. 25 H10 is in the 6th month of operation We are currently showing a surplus of \$20,779.00. Carolina Raymond stated that we have some surplus in our regular**



grant and are talking to finance about moving this over to our Nutrition grant, so we don't have to pay out each year to balance it.

1st Montion	Pat – Community Partner	All in Favor	Yes
2nd Motion	Giselle – Ozona HS	Any Opposed	None

5. Review, Consideration, and Approval of Head Start Open Account Summary for February.

- Stacy Walker presented that our Credit Card transactions are \$54,697.28 for the month of February

1st Montion	Catherine – Community Partner	All in Favor	Yes
2nd Motion	Cathy – Community Partner	Any Opposed	None

6. Review, Consideration, and Approval of Head Start Self-Assessment Action Items/Goals.

- Stacy Walker presented the Self-Assessment goals that were developed collaboratively to identify strengths and areas for growth, providing a framework for continuous program improvement. Next month you will see these goals/action items in the full Self-Assessment report.

1st Montion	Cathy – Community Partner	All in Favor	Yes
2nd Motion	Brandi- Community Partner	Any Opposed	None

7. Review, Consideration, and Approval of Head Start Policies and Procedures.

- Carolina Raymond presented that due to recent incidents, we have updated several policies and procedures to address gaps and clarify implementation. For example, our Classroom Daily Rounds was already in practice, but we have now established a clear routine and documentation process within our GoEngage system.

1st Montion	Cathy – Community Partner	All in Favor	Yes
2nd Motion	Catherine – Community Partner	Any Opposed	None

8. Review, Consideration, and Approval of Head Start School Readiness Report.

- Carolina Raymond explained we are currently using the DRDP for our child assessment that is done 3 times a year. There are four measures evaluated Approaches to Learning 80% are on track and or higher, Social & Emotional Development 79%, Language and Literacy Development 84%, Math and Science 85%, and physical Development 60%.



1st Montion	Brandi- Community Partner	All in Favor	Yes
2nd Motion	Giselle – Ozona HS	Any Opposed	None

9. Review, Consideration, and Approval of Head Start QIP – Quality Improvement Plan.

- This Quality Improvement Plan outlines the steps we will take in response to recent incidents. The Office of Head Start requested that we apply for an extension due to our recent incident reporting. The plan also highlights measures we have implemented to strengthen prevention efforts. Those efforts are resigning of Discipline and Guidance forms, Admin camera reviews, Behavior Mastery Training, and of course all staff involved were terminated and supervisors written up and put on a performance plan. A question was asked by Delilah about what the incidents were. Carolina explained each incident in detail.

1st Montion	Giselle – Ozona HS	All in Favor	Yes
2nd Motion	Brandi- Community Partner	Any Opposed	None

10. Information Item:

Director’s Report

- This report reflects numbers from February 2026.
 - Enrollment** – HS 99% and EHS 100%
 - Disability** – HS 4% and EHS 7.5% Program total is 5%
 - Nutrition** – 17,393 meals served with reimbursement of \$49,235
 - Education** – 72.11% on completion for Social Emotional Screening, Child Development Screening, Parent Teacher Conferences and Teacher Home Visits
 - FAMCO** - 98.91% completion on Family partnerships agreements and Family Needs Assessment
 - Health** – **30-day events 94.72%** (Medical Insurance, Dental and Health Home)
 - 45-day events 97.05%** (Vision and Hearing Screenings)
 - 90-day events 87.35%** (Physical Exams, Dental Exams, Lead, Height/Weight)
- **Job Positions**
Carol discussed our current openings, and the team is continuing outreach and interviews to complete staffing for the last few positions.
- **HHS Letter on Menard**
Carolina explained that this was the letter CVCOG received with the findings from the Foster Grandparent Volunteer in Menard. Carolina explained that they had a call with Child Care Licensing this morning and that the team was very impressed with the all the steps CVCOG has taken in response to the recent incidents that have occurred in the program.

Policy Council Chairman

Date



★ HAPPY ★
LAST DAY

dreamstime.
SCHOOL

MAY -AGENDA ITEM 3



May -Agenda ITEM 4

CVCOG
 Summary Budget Comparison - DIR-Grant H09, Head Start FY 25-26
 From 6/1/2025 Through 3/31/2026

Account Code	Account Title	YTD Budget \$ - Original	YTD Actual	Current Period Actual	YTD Budget \$ Variance - Original	Percent Total Budget Used - Original
H09	HHS Grant H09 06CH013199-01, Head Start FY 25-26					
004	Revenue					
4173000	HHS-ACF Head Start CFDA 93.600	7,413,457.00	5,784,248.43	5,784,248.43	(1,629,208.57)	78.02%
4411000	IK Contributions	1,853,365.00	1,097,753.09	1,097,753.09	(755,611.91)	59.23%
4523000	Local Revenue	16,311.00	16,131.13	16,131.13	(179.87)	98.89%
Total 004	Revenue	9,283,133.00	6,898,132.65	6,898,132.65	(2,385,000.35)	74.31%
400	Head Start CAN NO 9-G064122					
5110000	General Wages	2,468,923.24	2,032,704.14	2,032,704.14	436,219.10	82.33%
5119000	Holiday Work Time	270.00	266.40	266.40	3.60	98.66%
5150000	Vacation Time Allocation	31,005.00	25,362.64	25,362.64	5,642.36	81.80%
5151000	Medicare Tax	34,607.14	28,405.70	28,405.70	6,201.44	82.08%
5172000	Workers Comp Insurance	36,586.89	27,991.05	27,991.05	8,595.84	76.50%
5173000	SUTA	7,967.56	6,189.31	6,189.31	1,778.25	77.68%
5174000	Health Insurance Benefit	641,566.94	526,191.16	526,191.16	115,375.78	82.01%
5175000	Dental Insurance Benefit	24,861.65	19,631.86	19,631.86	5,229.79	78.96%
5176000	Life Insurance Benefit	17,172.26	14,309.32	14,309.32	2,862.94	83.32%
5177000	HSA Insurance Benefit	10,000.00	3,154.09	3,154.09	6,845.91	31.54%
5181000	Retirement	269,665.92	223,627.00	223,627.00	46,038.92	82.92%
5199000	Indirect Allocation	271,453.75	209,363.61	209,363.61	62,090.14	77.12%
5200000	Employee Health and Welfare	1,423.40	237.34	237.34	1,186.06	16.67%
5206000	HR Service Center	147,589.54	124,030.54	124,030.54	23,559.00	84.03%
5207000	Procurement Service Center	64,654.01	52,058.43	52,058.43	12,595.58	80.51%
5208000	Information Technology Service Center	83,504.38	69,251.75	69,251.75	14,252.63	82.93%
5291000	Contract Services	54,910.00	40,954.84	40,954.84	13,955.16	74.58%
5293000	HS Health & Disab Svc	400.00	264.53	264.53	135.47	66.13%
5294000	HS Policy Council	2,334.99	0.00	0.00	2,334.99	0.00%
5295000	HS Nutrition Service	5,330.90	0.00	0.00	5,330.90	0.00%
5296000	HS Parent Service	7,225.00	5,488.15	5,488.15	1,736.85	75.96%
5309000	Travel-In Region	5,225.48	1,208.52	1,208.52	4,016.96	23.12%
5310000	Travel-Out of Region	808.00	756.03	756.03	51.97	93.56%
5351000	Fuel	1,000.00	985.74	985.74	14.26	98.57%
5361000	Vehicle Maintenance	550.00	489.85	489.85	60.15	89.06%
5413000	HS Site Rent	82,278.80	55,801.85	55,801.85	26,476.95	67.82%
5433000	HS Site Center Utilities	75,203.39	58,831.73	58,831.73	16,371.66	78.23%
5451000	Facility Allocation	59,605.21	41,522.34	41,522.34	18,082.87	69.66%
5453000	HS Site Center Bldg Maint	133,256.74	132,275.50	132,275.50	981.24	99.26%
5510000	Supplies	49,445.38	45,169.59	45,169.59	4,275.79	91.35%
5512000	HS Class Room Supplies	148,337.19	56,579.12	56,579.12	91,758.07	38.14%
5514000	HS Medical Supplies	3,622.65	3,604.87	3,604.87	17.78	99.50%
5515000	HS Disability Supplies	3,517.65	413.67	413.67	3,103.98	11.75%
5518000	HS Diapers and Wipes	7,250.00	6,616.82	6,616.82	633.18	91.26%
5622000	Internal Computer/Software	62,353.00	42,409.55	42,409.55	19,943.45	68.01%

CYCOG
 Summary Budget Comparison - DIR-Grant H09, Head Start FY 25-26
 From 6/1/2025 Through 3/31/2026

Account Code	Account Title	YTD Budget \$ - Original	YTD Actual	Current Period Actual	YTD Budget \$ Variance - Original	Percent Total Budget Used - Original
5632000	Copier	32,039.23	26,952.09	26,952.09	5,087.14	84.12%
5711000	Insurance	7,769.10	4,251.04	4,251.04	3,518.06	54.71%
5721000	Printing	3,957.36	952.30	952.30	3,005.06	24.06%
5722000	Ads & Promotions	2,198.53	0.00	0.00	2,198.53	0.00%
5753000	Dues and fees	2,032.28	4,713.48	4,713.48	(2,681.20)	231.93%
5760000	HS Site Center Communications	19,380.04	15,310.41	15,310.41	4,069.63	79.00%
5762000	Postage/freight	1,319.12	590.37	590.37	728.75	44.75%
5796000	Safety	1,800.41	702.75	702.75	1,097.66	39.03%
Total 400	Head Start CAN NO 9-G064122	(4,884,402.13)	(3,909,619.48)	(3,909,619.48)	974,782.65	80.04%
401	Early Head Start CAN NO 9-G064122					
5110000	General Wages	1,313,790.18	1,085,934.48	1,085,934.48	227,855.70	82.65%
5150000	Vacation Time Allocation	7,100.00	4,008.10	4,008.10	3,091.90	56.45%
5151000	Medicare Tax	18,341.94	15,155.06	15,155.06	3,186.88	82.62%
5172000	Workers Comp Insurance	17,609.38	12,535.18	12,535.18	5,074.20	71.18%
5173000	SUTA	3,642.44	3,391.01	3,391.01	251.43	93.09%
5174000	Health Insurance Benefit	346,523.50	277,057.67	277,057.67	69,465.83	79.95%
5175000	Dental Insurance Benefit	13,727.68	10,591.25	10,591.25	3,136.43	77.15%
5176000	Life Insurance Benefit	9,374.57	7,770.72	7,770.72	1,603.85	82.89%
5177000	HSA Insurance Benefit	4,000.00	1,937.18	1,937.18	2,062.82	48.42%
5181000	Retirement	144,517.92	119,453.14	119,453.14	25,064.78	82.65%
5199000	Indirect Allocation	142,198.95	110,723.92	110,723.92	31,475.03	77.86%
5200000	Employee Health and Welfare	116,376.51	32.55	32.55	116,343.96	0.02%
5206000	HR Service Center	49,912.46	16,482.56	16,482.56	33,429.90	33.02%
5207000	Procurement Service Center	7,699.99	6,270.22	6,270.22	1,429.77	81.43%
5208000	Information Technology Service Center	23,495.62	9,180.82	9,180.82	14,314.80	39.07%
5291000	Contract Services	34,404.00	5,770.87	5,770.87	28,633.13	16.77%
5293000	HS Health & Disab Svc	55.00	36.28	36.28	18.72	65.96%
5296000	HS Parent Service	1,106.41	747.69	747.69	358.72	67.57%
5309000	Travel-In Region	666.52	47.64	47.64	618.88	7.14%
5310000	Travel-Out of Region	7.00	0.00	0.00	7.00	0.00%
5351000	Fuel	150.00	113.97	113.97	36.03	75.98%
5413000	HS Site Rent	14,438.79	7,687.75	7,687.75	6,751.04	53.24%
5433000	HS Site Center Utilities	18,802.23	10,304.45	10,304.45	8,497.78	54.80%
5451000	Facility Allocation	8,241.79	5,568.05	5,568.05	2,673.74	67.55%
5453000	HS Site Center Bldg Maint	45,204.19	23,845.04	23,845.04	21,359.15	52.74%
5510000	Supplies	18,543.62	7,559.09	7,559.09	10,984.53	40.76%
5512000	HS Class Room Supplies	20,492.81	10,514.40	10,514.40	9,978.41	51.30%
5514000	HS Medical Supplies	482.35	457.34	457.34	25.01	94.81%
5515000	HS Disability Supplies	482.35	0.00	0.00	482.35	0.00%
5518000	HS Diapers and Wipes	8,278.00	6,149.18	6,149.18	2,128.82	74.28%
5622000	Internal Computer/Software	21,699.48	12,025.86	12,025.86	9,673.62	55.42%
5632000	Copier	5,363.77	3,193.27	3,193.27	2,170.50	59.53%
5711000	Insurance	1,736.10	261.15	261.15	1,474.95	15.04%
5721000	Printing	2,688.49	2,665.54	2,665.54	22.95	99.14%

CYCOG
 Summary Budget Comparison - DIR-Grant H09, Head Start FY 25-26
 From 6/1/2025 Through 3/31/2026

Account Code	Account Title	YTD Budget \$ - Original	YTD Actual	Current Period Actual	YTD Budget \$ Variance - Original	Percent Total Budget Used - Original
5753000	Dues and fees	580.97	369.61	369.61	211.36	63.61%
5760000	HS Site Center Communications	3,631.36	2,066.70	2,066.70	1,564.66	56.91%
5762000	Postage/freight	180.88	14.68	14.68	166.20	8.11%
5796000	Safety	728.69	192.93	192.93	535.76	26.47%
Total 401	Early Head Start CAN NO 9-G064122	(2,426,275.94)	(1,780,115.35)	(1,780,115.35)	646,160.59	73.37%
402	Head Start T&TA CAN NO 9-G064120					
5308000	Head Start T & T A	56,824.00	56,180.64	56,180.64	643.36	98.86%
Total 402	Head Start T&TA CAN NO 9-G064120	(56,824.00)	(56,180.64)	(56,180.64)	643.36	98.87%
403	Early Head Start T&TA CAN NO 9-G064121					
5308000	Head Start T & T A	28,858.00	21,236.03	21,236.03	7,621.97	73.58%
Total 403	Early Head Start T&TA CAN NO 9-G064121	(28,858.00)	(21,236.03)	(21,236.03)	7,621.97	73.59%
407	Head Start Nutrition					
5295000	HS Nutrition Service	4,631.56	4,631.56	4,631.56	0.00	100.00%
5513000	HS Food Serv Sup	12,465.37	12,465.37	12,465.37	0.00	100.00%
Total 407	Head Start Nutrition	(17,096.93)	(17,096.93)	(17,096.93)	0.00	100.00%
409	Head Start InKind					
6791000	InKind Other	1,853,365.00	1,097,753.09	1,097,753.09	755,611.91	59.23%
Total 409	Head Start InKind	(1,853,365.00)	(1,097,753.09)	(1,097,753.09)	755,611.91	59.23%
997	Non Project					
5291000	Contract Services	15,210.00	15,205.34	15,205.34	4.66	99.96%
5510000	Supplies	1,100.00	924.80	924.80	175.20	84.07%
5753000	Dues and fees	1.00	0.99	0.99	0.01	99.00%
Total 997	Non Project	(16,311.00)	(16,131.13)	(16,131.13)	179.87	98.90%

CYCOG

Summary Budget Comparison - DIR-Grant H09, Head Start FY 25-26
From 6/1/2025 Through 3/31/2026

Account Code	Account Title	YTD Budget \$ - Original	YTD Actual	Current Period Actual	YTD Budget \$ Variance - Original	Percent Total Budget Used - Original
		BUDGETED	ACTUAL EXP			
	Head Start (Project 400, 402)	(4,941,226.13)	(3,965,800.12)	80.26%		
	Early Head Start (Project 401, 403)	(2,455,133.94)	(1,801,351.38)	73.37%		
	CACFP (Project 407)	(17,096.93)	(17,096.93)	100.00%		
	Total Federal	(7,413,457.00)	(5,784,248.43)	78.02%		
	Total Non-Federal, includes any Local Funds	(1,869,676.00)	(1,113,884.22)	59.58%		
	Grand Total Head Start Expenditures	(9,283,133.00)	(6,898,132.65)	74.31%		
	Non-Federal Percentage of Total Expenditures	16.15%	match of 20%			
	Head Start Admin Expenditures	47,299.27				
	Administrative Indirect Expenditures	320,087.53				
	Total Administrative Costs	367,386.80				
	Administrative Percentage of Approved Budget	5.33%	max of 15%			

★ HAPPY ★
LAST DAY

dreamstime.
SCHOOL

May - Agenda ITEM 5

CVCOG

Summary Budget Comparison - DIR-Grant H10, CACFP Head Start Nutrition 25-26
From 10/1/2025 Through 3/31/2026

Account Code	Account Title	YTD Budget \$ - Original	YTD Actual	Current Period Actual	YTD Budget \$ Variance - Original	Percent Total Budget Used - Original
H10	Grant H10, CACFP Head Start Nutrition FY 25-26					
004	Revenue					
4221000	CACFP Nutrition CFDA 10.558	778,140.62	301,453.00	301,453.00	(476,687.62)	38.74%
Total 004	Revenue	778,140.62	301,453.00	301,453.00	(476,687.62)	38.74%
407	Head Start Nutrition					
5110000	General Wages	40,198.88	22,701.92	22,701.92	17,496.96	56.47%
5151000	Medicare Tax	578.64	326.09	326.09	252.55	56.35%
5172000	Workers Comp Insurance	2,025.75	1,065.54	1,065.54	960.21	52.59%
5173000	SUTA	62.28	134.72	134.72	(72.44)	216.31%
5174000	Health Insurance Benefit	10,652.77	8,005.34	8,005.34	2,647.43	75.14%
5175000	Dental Insurance Benefit	415.01	310.68	310.68	104.33	74.86%
5176000	Life Insurance Benefit	214.93	160.64	160.64	54.29	74.74%
5177000	HSA Insurance Benefit	161.25	125.89	125.89	35.36	78.07%
5181000	Retirement	4,422.14	2,497.23	2,497.23	1,924.91	56.47%
5199000	Indirect Allocation	4,604.62	2,543.63	2,543.63	2,060.99	55.24%
5291000	Contract Services	22,000.00	3,833.00	3,833.00	18,167.00	17.42%
5295000	HS Nutrition Service	617,304.35	201,534.93	201,534.93	415,769.42	32.64%
5513000	HS Food Serv Sup	75,000.00	32,913.54	32,913.54	42,086.46	43.88%
5761000	Communications	500.00	0.00	0.00	500.00	0.00%
Total 407	Head Start Nutrition	(778,140.62)	(276,153.15)	(276,153.15)	501,987.47	35.49%
Report Difference		0.00	25,299.85	25,299.85	25,299.85	100.00%

★ HAPPY ★
LAST DAY


SCHOOL

May -Agenda ITEM 6

**Head Start Credit Card/Open Account Transactions Summary
(Detail Attached)**

Head Start Transactions	March, 2026
Citibank P-Card	18,243.70
Dean's Dairy	4,907.52
First Financial Credit Card	109.27
Lowes Pay and Save	209.98
Sysco Food Services	29,381.33
LakeShore Learning	2,997.25
Kaplan Learning	
West Texas Fire Extinguisher	2,709.86
	<u>\$ 58,558.91</u>

CVCOG
Vendor Activity - Head Start Citibank P-Card
H09 - HHS Grant H09 06CH013199-01, Head Start FY 25-26
From 3/1/2026 Through 3/31/2026

<u>Line Item Code</u>	<u>Line Item Title</u>	<u>Document Date</u>	<u>Document Number</u>	<u>Document Description</u>	<u>Expenses</u>
5296000	HS Parent Service	3/10/2026	04511Z	Head Start purchase of breakfast supplies for parent meeting USB HS3	39.22
5308000	Head Start T & T A	2/20/2026	1923728	San Jacinto HS CDA renewal fee for B.D. USB HS2	250.00
5308000	Head Start T & T A	2/24/2026	1924417	San Jacinto HS CDA renewal fee for E.M. USB HS2	250.00
5308000	Head Start T & T A	2/26/2026	5672929-6272237	Head Start purchase of rescue mask kits for CPR training (150) PROC2	1,066.08
5308000	Head Start T & T A	3/12/2026	53NHRG82ZFG	CLASS 2nd Edition Pre-K - 3rd Observation Transition Training for S.W. USB HS2	330.00
5308000	Head Start T & T A	3/23/2026	2399565	San Jacinto HS Preschool - English CDA initial application fee for M.G. USB HS2	525.00
5308000	Head Start T & T A	3/23/2026	r2603BT-2	Head Start purchase of Early Head Start Bites on-line training for S.H. USB HS1	675.00
5308000	Head Start T & T A	3/23/2026	T-TAS 03-23-2026	Head Start purchase of Early Head Start Bites on-line training for M.M. USB HS1	675.00
5351000	Fuel	3/4/2026	094337	Head Start purchase of fuel for program vehicle USB HS3	40.08
5361000	Vehicle Maintenance	3/17/2026	1118759, 1118764	Head Start purchase of semi-annual maintenance for program vehicles PROC2	227.83
5433000	HS Site Center Utilities	2/10/2026	221727-180104 01-26	Day HS/EHS water utility service from 01/07/26 to 02/08/26 (acct# 221727-180104) PROC1	350.76
5433000	HS Site Center Utilities	2/10/2026	221727-180106 01-26	Day HS/EHS water utility service from 01/07/26 to 02/06/26 (acct# 221727-180106) PROC1	193.84
5433000	HS Site Center Utilities	2/28/2026	0691-001421885	Day HS/EHS trash service for acct# 3-0691-2405694 from 03/01/26 to 03/31/26 PROC1	981.12
5453000	HS Site Center Bldg Maint	2/26/2026	14503	Day HS/EHS service to replace faucet on RO unit in teacher's lounge PROC2	95.00

CVCOG
Vendor Activity - Head Start Citibank P-Card
H09 - HHS Grant H09 06CH013199-01, Head Start FY 25-26
From 3/1/2026 Through 3/31/2026

<u>Line Item Code</u>	<u>Line Item Title</u>	<u>Document Date</u>	<u>Document Number</u>	<u>Document Description</u>	<u>Expenses</u>
5453000	HS Site Center Bldg Maint	3/1/2026	VGS82FDVEPZS	Commercial Security Monitoring & Service Agreement and Fire Alarm Monitoring for Day site (Invoice I235264) from 03/01/26 to 03/31/26 and Commercial Security Monitoring & Service Agreement and Hosted Access Control for San Jacinto site (Invoice I235262)	195.00
5453000	HS Site Center Bldg Maint	3/5/2026	0570389-9550607	San Jacinto HS/EHS purchase of microfiber replacement mop pads PROC2	29.99
5453000	HS Site Center Bldg Maint	3/5/2026	3738174-6228251	San Jacinto HS/EHS purchase of microfiber mop kits (2) PROC2	121.14
5453000	HS Site Center Bldg Maint	3/6/2026	9414270-3647445	San Jacinto HS/EHS purchase of tilt trucks (2) PROC2	1,230.00
5510000	Supplies	3/2/2026	6801759-7561826	Day HS/EHS purchase of cardstock paper - 6 reams PROC2	67.80
5510000	Supplies	3/2/2026	800000021143622	San Jacinto HS/EHS purchase of Scott rags all purpose cleaning sheets - 12 boxes PROC2	104.88
5510000	Supplies	3/5/2026	0238601-9539466	San Jacinto HS purchase of laminating film (10 500' rolls) PROC2	345.45
5510000	Supplies	3/5/2026	04061Z	Head Start purchase of materials for required Family Service Worker credential class USB HS2	37.94
5510000	Supplies	3/11/2026	2541485-8037805	Head Start purchase of desk calendar and planner inserts PROC2	22.88
5510000	Supplies	3/11/2026	9157335-5793013	San Jacinto EHS purchase of exam table paper - 5 cases PROC2	220.30
5510000	Supplies	3/13/2026	5881709-9741061	San Jacinto HS purchase of replacement Surface Pro case for room 37 PROC2	27.49
5510000	Supplies	3/23/2026	3845043-0311428	Ozona HS purchase of office chair and file cabinet PROC2	219.46
5510000	Supplies	3/24/2026	2547571-2832212	Menard HS/EHS purchase of doorbell kits (2) PROC2	31.48

CVCOG
Vendor Activity - Head Start Citibank P-Card
H09 - HHS Grant H09 06CH013199-01, Head Start FY 25-26
From 3/1/2026 Through 3/31/2026

<u>Line Item Code</u>	<u>Line Item Title</u>	<u>Document Date</u>	<u>Document Number</u>	<u>Document Description</u>	<u>Expenses</u>
5510000	Supplies	3/24/2026	800000023599138	San Jacinto HS/EHS purchase of Scott rags all purpose cleaning sheets - 15 boxes PROC2	131.10
5510000	Supplies	3/25/2026	2446692-3570632	Eldorado HS purchase of cardstock, colored paper, dry erase markers, paper clips, binder clips, label maker tape refills, staplers, and packing tape PROC2	329.31
5510000	Supplies	3/25/2026	2844206-2818664	Eldorado HS purchase of lockable printer stand with wheels PROC2	34.19
5510000	Supplies	3/25/2026	4955358-6688219	Eldorado HS purchase of office chair PROC2	108.99
5510000	Supplies	3/25/2026	9244942-1180263	Eldorado HS purchase of 72 storage cabinet PROC2	199.99
5512000	HS Class Room Supplies	3/2/2026	5630057-6940238	Head Start purchase of books (There Was an Old Lady Who Swallowed a Frog - 12) PROC2	74.64
5512000	HS Class Room Supplies	3/2/2026	800000021143622	San Jacinto HS/EHS purchase of Scott rags all purpose cleaning sheets - 12 boxes PROC2	104.88
5512000	HS Class Room Supplies	3/11/2026	05278Z	Day HS purchase of supplies for room 4 USB HS3	54.76
5512000	HS Class Room Supplies	3/11/2026	08349Z	San Jacinto HS purchase of bubble blowers for playground USB HS3	33.76
5512000	HS Class Room Supplies	3/16/2026	90949040	Head Start purchase of BRIGANCE Screens III - data sheets (15 15-pks each - toddler & 2 yr old) PROC2	638.40
5512000	HS Class Room Supplies	3/23/2026	79340	Day EHS purchase of Maytag Model MVW4505MW washing machine and hoses USB FAC	647.48
5512000	HS Class Room Supplies	3/24/2026	800000023599138	San Jacinto HS/EHS purchase of Scott rags all purpose cleaning sheets - 15 boxes PROC2	131.10
5512000	HS Class Room Supplies	3/31/2026	08153Z	Day EHS purchase of books, toys and supplies for classrooms USB HS1	457.18

CVCOG
Vendor Activity - Head Start Citibank P-Card
H09 - HHS Grant H09 06CH013199-01, Head Start FY 25-26
From 3/1/2026 Through 3/31/2026

<u>Line Item Code</u>	<u>Line Item Title</u>	<u>Document Date</u>	<u>Document Number</u>	<u>Document Description</u>	<u>Expenses</u>
5514000	HS Medical Supplies	2/13/2026	D47949	Head Start purchase of Hemopoint H2 NXT microcuvette 200/box PROC2	373.50
5514000	HS Medical Supplies	3/18/2026	04214Z	Head Start purchase of bandages for lead and anemia testing USB HS3	33.55
5518000	HS Diapers and Wipes	3/5/2026	63983229	Day EHS purchase of size 4 Pampers diapers - 2 boxes PROC2	84.94
5518000	HS Diapers and Wipes	3/5/2026	800000022802797	Day EHS purchase of size 7 Huggies diapers (2 boxes) PROC2	93.96
5518000	HS Diapers and Wipes	3/6/2026	7317127-8074633	Menard HS/EHS purchase of baby wipes - 2 cases PROC2	30.58
5518000	HS Diapers and Wipes	3/10/2026	74359402	Day HS/EHS purchase of assorted size Pull-Ups - 18 boxes PROC2	746.22
5518000	HS Diapers and Wipes	3/10/2026	74359402-1	Day HS/EHS purchase of Pull-Ups - 2 boxes PROC2	59.94
5518000	HS Diapers and Wipes	3/10/2026	800000024110954	Day HS/EHS purchase of size 5 diapers - 6 boxes PROC2	239.88
5518000	HS Diapers and Wipes	3/11/2026	6562034-6872234	San Jacinto HS/EHS purchase of assorted Pull-Ups training pants - 8 boxes PROC2	379.92
5518000	HS Diapers and Wipes	3/11/2026	800000021854615	San Jacinto HS/EHS purchase of baby wipes - 8 boxes PROC2	173.92
5518000	HS Diapers and Wipes	3/26/2026	0249443-9713843	Menard EHS purchase of Luvs diapers (4 boxes) and baby wipes PROC2	182.68
5622000	Internal Computer/Software	3/10/2026	T 03-10-2026	Head Start purchase of GoEngage program software communication USB HS3	125.35
5622000	Internal Computer/Software	3/24/2026	T 03-24-2026	Head Start purchase of GoEngage program software communication USB HS3	125.34
5753000	Dues and fees	3/3/2026	529CL0069A7294A	Day HS/EHS - TX HHSC Child Care Licensing Fee USB HS2	51.38
5753000	Dues and fees	3/3/2026	529CL0069A72B1C	San Jacinto HS/EHS - TX HHSC Child Care Licensing Fee USB HS2	41.16
5753000	Dues and fees	3/15/2026	91003040183630	Eldorado HS annual post office box fee - Box #854 PROC1	68.00

CVCOG
Vendor Activity - Head Start Citibank P-Card
H09 - HHS Grant H09 06CH013199-01, Head Start FY 25-26
From 3/1/2026 Through 3/31/2026

<u>Line Item Code</u>	<u>Line Item Title</u>	<u>Document Date</u>	<u>Document Number</u>	<u>Document Description</u>	<u>Expenses</u>
5753000	Dues and fees	3/26/2026	100352726569	Head Start purchase of registration renewal for 2 Chevrolet Traverses PROC2	17.00
5760000	HS Site Center Communications	2/8/2026	0708195 02-26	Head Start rural phone/internet service from 02/08/26 to 03/07/26 PROC1	344.10
5760000	HS Site Center Communications	3/4/2026	07710822494017 03-26	San Jacinto HS/EHS phone/internet service for acct# 07710-822494-01-7 from 02/18/26 to 03/17/26 PROC1	272.87
5760000	HS Site Center Communications	3/12/2026	5DMV9 03-26	Menard HS/EHS internet service for acct# ACC-3331567-37502-10 from 03/12/26 to 04/12/26 PROC1	115.00
5760000	HS Site Center Communications	3/13/2026	07710150890010 03-26	Day HS/EHS phone service for acct# 07710-150890-01-0 from 02/25/26 to 03/24/26 PROC1	265.24
5760000	HS Site Center Communications	3/25/2026	07710150505015 03-26	Day HS/EHS phone/internet service for acct# 07710-150505-01-5 from 03/15/26 to 04/14/26 PROC1	450.00
5796000	Safety	3/4/2026	UZTX6KTJ7F	Daycare licensing (fingerprinting) for prospective Head Start employee J.G. (Day HS/EHS and San Jacinto HS/EHS) USB HR	39.31
5796000	Safety	3/9/2026	405SP0000752706	Criminal history search for prospective new employee on M.T. (San Jacinto EHS) USB HR	3.32
					15,615.68
Total H09 - HHS Grant H09 06CH013199-01, Head Start FY 25-26					15,615.68

CVCOG
Vendor Activity - Head Start Citibank P-Card
H10 - Grant H10, CACFP Head Start Nutrition FY 25-26
From 3/1/2026 Through 3/31/2026

<u>Line Item Code</u>	<u>Line Item Title</u>	<u>Document Date</u>	<u>Document Number</u>	<u>Document Description</u>	<u>Expenses</u>
5291000	Contract Services	2/28/2026	0691-001420677	San Jacinto HS/EHS trash service for acct# 3-0691-0025459 from 03/01/26 to 03/31/26 PROC1	981.12
5295000	HS Nutrition Service	3/6/2026	05907Z	Day HS purchase of pediatric drinks (5 6-packs) USB HS2	54.85
5295000	HS Nutrition Service	3/10/2026	7773207-0051425	San Jacinto EHS purchase of NIDO milk beverage - 2 canisters PROC2	22.86
5295000	HS Nutrition Service	3/25/2026	3270650-5711452	Day EHS purchase of formula (2 canisters) and bottle set PROC2	77.94
5295000	HS Nutrition Service	3/27/2026	08404Z	San Jacinto HS/EHS purchase of plant based milk USB HS2	22.95
5513000	HS Food Serv Sup	2/27/2026	7602073-9056241	Day EHS purchase of bottles and nipples (3 3-pack sets) PROC2	45.17
5513000	HS Food Serv Sup	3/4/2026	7653276-3713067	Ozona HS purchase of kitchen utility box PROC2	17.97
5513000	HS Food Serv Sup	3/4/2026	96152	San Jacinto EHS purchase of replacement mini-fridge for room 23 PROC3	179.00
5513000	HS Food Serv Sup	3/5/2026	205018822	Day HS/EHS and San Jacinto HS/EHS purchase of indoor insect traps, glue boards, and bulbs PROC2	416.04
5513000	HS Food Serv Sup	3/5/2026	9957642-7417001	Day HS/EHS and San Jacinto HS/EHS purchase of cord covers for insect traps PROC2	27.96
5513000	HS Food Serv Sup	3/9/2026	14719	Day HS/EHS bi-annual filter change PROC2	199.00
5513000	HS Food Serv Sup	3/9/2026	14720	San Jacinto HS/EHS bi-annual filter change PROC2	199.00
5513000	HS Food Serv Sup	3/9/2026	205137647	Day HS/EHS and San Jacinto HS/EHS purchase of replacement glue boards for insect traps (72) PROC2	295.50
5513000	HS Food Serv Sup	3/9/2026	9812061-0438658	San Jacinto HS/EHS purchase of kitchen utility tongs (2 sets of 12) PROC2	26.54
5513000	HS Food Serv Sup	3/10/2026	8077612-1279431	San Jacinto EHS purchase of long sleeve bibs (2 10-packs) PROC2	36.08

CVCOG
 Vendor Activity - Head Start Citibank P-Card
 H10 - Grant H10, CACFP Head Start Nutrition FY 25-26
 From 3/1/2026 Through 3/31/2026

<u>Line Item Code</u>	<u>Line Item Title</u>	<u>Document Date</u>	<u>Document Number</u>	<u>Document Description</u>	<u>Expenses</u>
5513000	HS Food Serv Sup	3/25/2026	3270650-5711452	Day EHS purchase of formula (2 canisters) and bottle set PROC2	26.04
				Total H10 - Grant H10, CACFP Head Start Nutrition FY 25-26	2,628.02
Report Opening/Current Balance					
Report Transaction Totals					18,243.70
Report Current Balances					

CVCOG
Vendor Activity - Head Start Deans Dairy Corporate
H10 - Grant H10, CACFP Head Start Nutrition FY 25-26
From 3/1/2026 Through 3/31/2026

<u>Line Item Code</u>	<u>Line Item Title</u>	<u>Document Date</u>	<u>Document Number</u>	<u>Document Description</u>	<u>Expenses</u>
5295000	HS Nutrition Service	3/2/2026	652296514	Day HS/EHS purchase of milk for children - 18 whole 9/CS, 160 1% 9/CS, and 18 1% lactose free 6BX	617.14
5295000	HS Nutrition Service	3/3/2026	652098339	San Jacinto HS/EHS purchase of milk for children - 36 whole 9/CS, 135 1% 9/CS, and 12 1% lactose free 6BX	566.10
5295000	HS Nutrition Service	3/3/2026	652098645	San Jacinto HS/EHS credit for returned milk - 12 1% 9/CS	(36.18)
5295000	HS Nutrition Service	3/4/2026	650601162	Eldorado HS purchase of milk for children - 10 1% 9/CS	30.15
5295000	HS Nutrition Service	3/4/2026	650601176	Menard HS/EHS purchase of milk for children - 2 whole 9/CS and 17 1% 9/CS	57.03
5295000	HS Nutrition Service	3/4/2026	652296550	Ozona HS purchase of milk for children - 18 1% 9/CS	54.27
5295000	HS Nutrition Service	3/9/2026	652296806	Day HS/EHS purchase of milk for children - 18 whole 9/CS and 135 1% 9/CS	458.98
5295000	HS Nutrition Service	3/10/2026	652098646	San Jacinto HS/EHS purchase of milk for children - 36 whole 9/CS and 135 1% 9/CS	510.91
5295000	HS Nutrition Service	3/11/2026	650601544	Eldorado HS purchase of milk for children - 9 1% 9/CS	27.14
5295000	HS Nutrition Service	3/11/2026	650601558	Menard HS/EHS purchase of milk for children - 1 whole 9/CS and 9 1% 9/CS	30.02
5295000	HS Nutrition Service	3/18/2026	652296844	Ozona HS purchase of milk for children - 18 1% 9/CS	54.27
5295000	HS Nutrition Service	3/23/2026	652297098	Day HS/EHS purchase of milk for children - 36 whole 9/CS, 162 1% 9/CS, and 18 1% lactose free 6BX	675.10
5295000	HS Nutrition Service	3/24/2026	652099209	San Jacinto HS/EHS purchase of milk for children - 36 whole 9/CS, 180 1% 9/CS, and 18 1% lactose free 6BX	729.38
5295000	HS Nutrition Service	3/25/2026	650601930	Menard HS/EHS purchase of milk for children - 3 whole 9/CS, 9 1% 9/CS and 6 1% lactose free 6BX	63.38

CVCOG
Vendor Activity - Head Start Deans Dairy Corporate
H10 - Grant H10, CACFP Head Start Nutrition FY 25-26
From 3/1/2026 Through 3/31/2026

<u>Line Item Code</u>	<u>Line Item Title</u>	<u>Document Date</u>	<u>Document Number</u>	<u>Document Description</u>	<u>Expenses</u>
5295000	HS Nutrition Service	3/25/2026	650602724	Eldorado HS purchase of milk for children - 9 1% 9/CS	27.14
5295000	HS Nutrition Service	3/25/2026	652297428	Ozona HS purchase of milk for children - 18 1% 9/CS	54.27
5295000	HS Nutrition Service	3/25/2026	652297818	Ozona HS credit for returned milk - 4 1% 9/CS	(12.06)
5295000	HS Nutrition Service	3/30/2026	652297775	Day HS/EHS purchase of milk for children - 36 whole 9/CS, 162 1% 9/CS, and 18 1% lactose free 6BX	675.10
5295000	HS Nutrition Service	3/31/2026	652099513	San Jacinto HS/EHS purchase of milk for children - 9 whole 9/CS, 81 1% 9/CS, and 12 1% lactose free 6BX	325.38
					4,907.52
				Total H10 - Grant H10, CACFP Head Start Nutrition FY 25-26	4,907.52
	Report Opening/Current Balance				
	Report Transaction Totals				4,907.52
	Report Current Balances				

CVCOG
Vendor Activity - Head Start First Financial Credit Card
H09 - HHS Grant H09 06CH013199-01, Head Start FY 25-26
From 3/1/2026 Through 3/31/2026

<u>Line Item Code</u>	<u>Line Item Title</u>	<u>Document Date</u>	<u>Document Number</u>	<u>Document Description</u>	<u>Expenses</u>
5309000	Travel-In Region	3/23/2026	WM 03232026	Head Start purchase of fuel for travel to GoEngage 2026 training in San Antonio, March 24-26 SW FF	18.30
5351000	Fuel	3/4/2026	69252	Ozona HS purchase of fuel for IT travel to site to address fax line issues with Frontier LF FF	35.69
5351000	Fuel	3/25/2026	124761	Head Start purchase of fuel for program vehicle SH FF	55.28
					109.27
				Total H09 - HHS Grant H09 06CH013199-01, Head Start FY 25-26	109.27
Report Opening/Current Balance					
Report Transaction Totals					109.27
Report Current Balances					

CVCOG
 Vendor Activity - Head Start Lakeshore Learning
 H09 - HHS Grant H09 06CH013199-01, Head Start FY 25-26
 From 3/1/2026 Through 3/31/2026

<u>Line Item Code</u>	<u>Line Item Title</u>	<u>Document Date</u>	<u>Document Number</u>	<u>Document Description</u>	<u>Expenses</u>
5512000	HS Class Room Supplies	3/22/2026	93581794	Day EHS purchase of double-sided storage unit, play-top storage centers, manipulative storage center, and space-saver storage unit	2,997.25
					<u>2,997.25</u>
				Total H09 - HHS Grant H09 06CH013199-01, Head Start FY 25-26	<u>2,997.25</u>
	Report Opening/Current Balance				<u> </u>
	Report Transaction Totals				<u>2,997.25</u>
	Report Current Balances				<u><u> </u></u>

CVCOG
Vendor Activity - Head Start Lowes Pay and Save
H10 - Grant H10, CACFP Head Start Nutrition FY 25-26
From 3/1/2026 Through 3/31/2026

<u>Line Item Code</u>	<u>Line Item Title</u>	<u>Document Date</u>	<u>Document Number</u>	<u>Document Description</u>	<u>Expenses</u>
5295000	HS Nutrition Service	3/2/2026	260302-326-2-2-30	Ozona HS purchase of nutrition items	66.86
5295000	HS Nutrition Service	3/2/2026	260302-374-2-2-34	Menard HS/EHS purchase of nutrition items	7.56
5295000	HS Nutrition Service	3/3/2026	260303-420-1-1-41	Menard HS/EHS purchase of nutrition items	35.44
5295000	HS Nutrition Service	3/6/2026	260306-382-3-3-4	Menard HS/EHS purchase of nutrition items	4.73
5295000	HS Nutrition Service	3/11/2026	260311-382-3-3-8	Menard HS/EHS purchase of nutrition items	11.37
5295000	HS Nutrition Service	3/16/2026	260316-325-3-3-19	Ozona HS purchase of nutrition items	79.03
5513000	HS Food Serv Sup	3/17/2026	260317-325-3-3-16	Ozona HS purchase of kitchen supplies	4.99
					209.98
				Total H10 - Grant H10, CACFP Head Start Nutrition FY 25-26	209.98
	Report Opening/Current Balance				
	Report Transaction Totals				209.98
	Report Current Balances				

CVCOG
Vendor Activity - Head Start Sysco
H10 - Grant H10, CACFP Head Start Nutrition FY 25-26
From 3/1/2026 Through 3/31/2026

<u>Line Item Code</u>	<u>Line Item Title</u>	<u>Document Date</u>	<u>Document Number</u>	<u>Document Description</u>	<u>Expenses</u>
5295000	HS Nutrition Service	3/2/2026	378319132	Eldorado HS purchase of nutrition items for children	16.61
5295000	HS Nutrition Service	3/4/2026	378320672	San Jacinto HS/EHS purchase of nutrition items for children and kitchen supplies	3,862.90
5295000	HS Nutrition Service	3/5/2026	378321457	Day HS/EHS purchase of nutrition items for children and kitchen supplies	3,537.83
5295000	HS Nutrition Service	3/5/2026	378321505	Menard HS/EHS purchase of nutrition items for children and kitchen supplies	675.77
5295000	HS Nutrition Service	3/5/2026	378322088	San Jacinto HS/EHS credit for price adjustment on yogurt	(50.89)
5295000	HS Nutrition Service	3/5/2026	378322089	San Jacinto HS/EHS credit for price adjustment on yogurt	(16.16)
5295000	HS Nutrition Service	3/5/2026	378322090	San Jacinto HS/EHS credit for price adjustment on yogurt	(3.31)
5295000	HS Nutrition Service	3/5/2026	378322091	San Jacinto HS/EHS credit for price adjustment on yogurt	(13.03)
5295000	HS Nutrition Service	3/5/2026	378322092	San Jacinto HS/EHS credit for price adjustment on yogurt	(1.65)
5295000	HS Nutrition Service	3/11/2026	378325616	San Jacinto HS/EHS purchase of nutrition items for children and kitchen supplies	3,602.93
5295000	HS Nutrition Service	3/12/2026	378326443	Menard HS/EHS purchase of nutrition items for children and kitchen supplies	302.53
5295000	HS Nutrition Service	3/12/2026	378326454	Day HS/EHS purchase of nutrition items for children and kitchen supplies	4,226.81
5295000	HS Nutrition Service	3/13/2026	378327085	San Jacinto HS/EHS credit for returned yogurt (overordered)	(136.76)
5295000	HS Nutrition Service	3/18/2026	378330215	San Jacinto HS/EHS purchase of nutrition items for children	75.92
5295000	HS Nutrition Service	3/19/2026	378330660	San Jacinto HS/EHS credit for sales error on tomatoes	(75.92)
5295000	HS Nutrition Service	3/25/2026	378334545	San Jacinto HS/EHS purchase of nutrition items for children and kitchen supplies	3,511.54

CVCOG
Vendor Activity - Head Start Sysco
H10 - Grant H10, CACFP Head Start Nutrition FY 25-26
From 3/1/2026 Through 3/31/2026

<u>Line Item Code</u>	<u>Line Item Title</u>	<u>Document Date</u>	<u>Document Number</u>	<u>Document Description</u>	<u>Expenses</u>
5295000	HS Nutrition Service	3/26/2026	378335313	Ozona HS purchase of nutrition items for children and kitchen supplies	1,295.05
5295000	HS Nutrition Service	3/26/2026	378335319	Eldorado HS purchase of nutrition items for children and kitchen supplies	1,325.88
5295000	HS Nutrition Service	3/26/2026	378335322	Day HS/EHS purchase of nutrition items for children and kitchen supplies	4,225.81
5295000	HS Nutrition Service	3/26/2026	378335368	Menard HS/EHS purchase of nutrition items for children	336.89
5295000	HS Nutrition Service	3/27/2026	378336000	San Jacinto HS/EHS credit for bananas short on truck	(24.16)
5295000	HS Nutrition Service	3/30/2026	378338470	San Jacinto HS/EHS purchase of nutrition items for children	201.84
5513000	HS Food Serv Sup	3/4/2026	378320672	San Jacinto HS/EHS purchase of nutrition items for children and kitchen supplies	319.32
5513000	HS Food Serv Sup	3/5/2026	378321457	Day HS/EHS purchase of nutrition items for children and kitchen supplies	264.29
5513000	HS Food Serv Sup	3/5/2026	378321505	Menard HS/EHS purchase of nutrition items for children and kitchen supplies	24.41
5513000	HS Food Serv Sup	3/11/2026	378325616	San Jacinto HS/EHS purchase of nutrition items for children and kitchen supplies	527.36
5513000	HS Food Serv Sup	3/12/2026	378326443	Menard HS/EHS purchase of nutrition items for children and kitchen supplies	42.06
5513000	HS Food Serv Sup	3/12/2026	378326454	Day HS/EHS purchase of nutrition items for children and kitchen supplies	245.93
5513000	HS Food Serv Sup	3/25/2026	378334545	San Jacinto HS/EHS purchase of nutrition items for children and kitchen supplies	511.06
5513000	HS Food Serv Sup	3/26/2026	378335313	Ozona HS purchase of nutrition items for children and kitchen supplies	67.46
5513000	HS Food Serv Sup	3/26/2026	378335319	Eldorado HS purchase of nutrition items for children and kitchen supplies	198.72
5513000	HS Food Serv Sup	3/26/2026	378335322	Day HS/EHS purchase of nutrition items for children and kitchen supplies	269.03

CVCOG
 Vendor Activity - Head Start Sysco
 H10 - Grant H10, CACFP Head Start Nutrition FY 25-26
 From 3/1/2026 Through 3/31/2026

<u>Line Item Code</u>	<u>Line Item Title</u>	<u>Document Date</u>	<u>Document Number</u>	<u>Document Description</u>	<u>Expenses</u>
5513000	HS Food Serv Sup	3/31/2026	378339192	Day HS/EHS purchase of kitchen supplies	35.26
					<u>29,381.33</u>
				Total H10 - Grant H10, CACFP Head Start Nutrition FY 25-26	29,381.33
	Report Opening/Current Balance				<u> </u>
	Report Transaction Totals				<u>29,381.33</u>
	Report Current Balances				<u><u> </u></u>

CVCOG
Vendor Activity - Head Start West Texas Fire Extinguisher
H09 - HHS Grant H09 06CH013199-01, Head Start FY 25-26
From 3/1/2026 Through 3/31/2026

<u>Line Item Code</u>	<u>Line Item Title</u>	<u>Document Date</u>	<u>Document Number</u>	<u>Document Description</u>	<u>Expenses</u>
5510000	Supplies	3/3/2026	330391-01	San Jacinto HS/EHS purchase of multi-purpose cleaner, disinfectant deodorant, and reusable antimicrobial towels	49.83
5510000	Supplies	3/4/2026	330107-02	Day HS purchase of trash can liners - 4 cases	131.56
5510000	Supplies	3/4/2026	330391-02	San Jacinto HS/EHS purchase of trash can liners - 2 cases	12.67
5510000	Supplies	3/4/2026	330621-01	Day HS purchase of multi-purpose cleaner - 1 case	12.18
5510000	Supplies	3/4/2026	330621-02	Day HS purchase of trash can liners - 3 cases	98.67
5510000	Supplies	3/4/2026	330683	San Jacinto HS/EHS purchase of trash can liners	84.79
5510000	Supplies	3/10/2026	329643-01	Ozona HS purchase of trash can liners - 1 case	25.26
5510000	Supplies	3/10/2026	330510	Menard HS/EHS purchase of facial tissue and trash can liners	62.39
5510000	Supplies	3/11/2026	331010	Day HS purchase of cleaners and disinfectants, trash can liners, paper towels, toilet tissue, nitrile gloves, and dish detergent	220.51
5510000	Supplies	3/12/2026	330510-01	Menard HS/EHS purchase of trash can liners - 1 case	8.42
5510000	Supplies	3/24/2026	329643-02	Ozona HS purchase of trash can liners - 1 case	32.89
5510000	Supplies	3/25/2026	331510	San Jacinto HS/EHS purchase of toilet & multi-purpose cleaners, disinfecting wipes, paper towels, facial & toilet tissues, and trash can liners	325.42
5510000	Supplies	3/26/2026	331510-01	San Jacinto HS/EHS purchase of hand sanitizer	77.55
5512000	HS Class Room Supplies	3/2/2026	330109-01	Day HS purchase of reusable antimicrobial towels - 6 cases	207.18

CVCOG
Vendor Activity - Head Start West Texas Fire Extinguisher
H09 - HHS Grant H09 06CH013199-01, Head Start FY 25-26
From 3/1/2026 Through 3/31/2026

<u>Line Item Code</u>	<u>Line Item Title</u>	<u>Document Date</u>	<u>Document Number</u>	<u>Document Description</u>	<u>Expenses</u>
5512000	HS Class Room Supplies	3/3/2026	330391-01	San Jacinto HS/EHS purchase of multi-purpose cleaner, disinfectant deodorant, and reusable antimicrobial towels	49.83
5512000	HS Class Room Supplies	3/4/2026	330391-02	San Jacinto HS/EHS purchase of trash can liners - 2 cases	12.68
5512000	HS Class Room Supplies	3/4/2026	330683	San Jacinto HS/EHS purchase of trash can liners	84.79
5512000	HS Class Room Supplies	3/10/2026	330510	Menard HS/EHS purchase of facial tissue and trash can liners	8.93
5512000	HS Class Room Supplies	3/11/2026	331010	Day HS purchase of cleaners and disinfectants, trash can liners, paper towels, toilet tissue, nitrile gloves, and dish detergent	511.23
5512000	HS Class Room Supplies	3/12/2026	330510-01	Menard HS/EHS purchase of trash can liners - 1 case	8.42
5512000	HS Class Room Supplies	3/25/2026	331510	San Jacinto HS/EHS purchase of toilet & multi-purpose cleaners, disinfecting wipes, paper towels, facial & toilet tissues, and trash can liners	325.43
5512000	HS Class Room Supplies	3/26/2026	331510-01	San Jacinto HS/EHS purchase of hand sanitizer	77.55
					2,428.18
Total H09 - HHS Grant H09 06CH013199-01, Head Start FY 25-26					2,428.18

CVCOG
Vendor Activity - Head Start West Texas Fire Extinguisher
H10 - Grant H10, CACFP Head Start Nutrition FY 25-26
From 3/1/2026 Through 3/31/2026

<u>Line Item Code</u>	<u>Line Item Title</u>	<u>Document Date</u>	<u>Document Number</u>	<u>Document Description</u>	<u>Expenses</u>
5513000	HS Food Serv Sup	3/3/2026	330391-01	San Jacinto HS/EHS purchase of multi-purpose cleaner, disinfectant deodorant, and reusable antimicrobial towels	34.53
5513000	HS Food Serv Sup	3/4/2026	330107-01	Day HS purchase of reusable antimicrobial towels - 2 cases	69.06
5513000	HS Food Serv Sup	3/4/2026	330391-02	San Jacinto HS/EHS purchase of trash can liners - 2 cases	12.67
5513000	HS Food Serv Sup	3/10/2026	330510	Menard HS/EHS purchase of facial tissue and trash can liners	16.45
5513000	HS Food Serv Sup	3/11/2026	331010	Day HS purchase of cleaners and disinfectants, trash can liners, paper towels, toilet tissue, nitrile gloves, and dish detergent	13.65
5513000	HS Food Serv Sup	3/12/2026	330510-01	Menard HS/EHS purchase of trash can liners - 1 case	8.42
5513000	HS Food Serv Sup	3/25/2026	331510	San Jacinto HS/EHS purchase of toilet & multi-purpose cleaners, disinfecting wipes, paper towels, facial & toilet tissues, and trash can liners	49.36
5513000	HS Food Serv Sup	3/26/2026	331510-01	San Jacinto HS/EHS purchase of hand sanitizer	77.54
				Total H10 - Grant H10, CACFP Head Start Nutrition FY 25-26	281.68
Report Opening/Current Balance					
Report Transaction Totals					2,709.86

CVCOG
Vendor Activity - Head Start West Texas Fire Extinguisher
H10 - Grant H10, CACFP Head Start Nutrition FY 25-26
From 3/1/2026 Through 3/31/2026

<u>Line Item Code</u>	<u>Line Item Title</u>	<u>Document Date</u>	<u>Document Number</u>	<u>Document Description</u>	<u>Expenses</u>
Report Current Balances					<hr/> <hr/>

★ HAPPY ★
LAST DAY


SCHOOL

May - Agenda ITEM 7



CONCHO VALLEY
COUNCIL OF GOVERNMENTS
5430 Link Road • San Angelo, TX 76904
325-944-9666

To: Executive Board and Policy Council

From: Carolina Raymond - Director of Head Start

Date: May 13th, 2026

Re: CVCOG Head Start Scholastic Curriculum

Consider and take appropriate action concerning the request to purchase PreK On My Way Texas English curriculum from Scholastic Inc. using TIPS cooperative contract # 230904 in an amount not to exceed \$65,000.00.

EC Chairman

Date

Policy Council Chair

Date

★ HAPPY ★
LAST DAY

dreamstime.
SCHOOL

May -Agenda ITEM 8



CONCHO VALLEY
COUNCIL OF GOVERNMENTS
5430 Link Road • San Angelo, TX 76904
325-944-9666

To: Executive Board and Policy Council

From: Carolina Raymond - Director of Head Start

Date: May 13th, 2026

Re: Kaplan Early Learning Purchase Amount

Consider and take appropriate action concerning the request to amend the previously approved not-to-exceed amount for the purchase of classroom and teaching supplies, equipment, furniture, and materials from Kaplan Early Learning Company utilizing Texas Buy Board cooperative purchasing contracts #750-24 and #767-25, increasing the total from \$100,000 to \$150,000 for FY 25-26.

EC Chairman

Date

Policy Council Chair

Date

★ HAPPY ★
LAST DAY

dreamstime.
SCHOOL

MAY -AGENDA ITEM 9

CVCOG Head Start SELF-ASSESSMENT 2025-2026

GROWING MINDS GROWING FUTURES



TABLE OF CONTENTS

1

- Context for the Self-Assessment

2

- Program Overview

3

- Time Line

4

- Methodology

5

- Data Collection Tools

6

- Strengths of the Program

7

- Areas of Program Improvement

8

- Self-Assessment Goals/Action Plans

1

CONTEXT FOR THE SELF-ASSESSMENT

CVCOG Head Start conducts self-assessment activities annually in accordance with Head Start Performance Standard 1302.102(b)(2) to evaluate service quality and work performance as well as influence continuous quality improvement. It serves as a foundational document for strategic enhancements and is multifaceted, aiming to ensure accountability, quality improvement, and alignment with program goals

2

PROGRAM OVERVIEW

ADMINISTRATIVE TEAM

Each Administrative team member played part in the planning and evaluation of all materials. We have had no changes to administrative staff in the 2023-2024 school year and currently carry seven administrative positions which are as follows:

- Carolina Raymond – Head Start Program Director
- Stephanie Hernandez – Head Start Program Assistant Director & Early Head Start Education Manager
- Stacy Walker – Family Community Engagement & Program Data Manager
- Melissa Miranda – Health & Mental Health Manager
- Ofelia Barron – ERSEA Manager
- Mary Husted – Nutrition Manager
- Cheryl Mayberry – Head Start Education & Disability Manager
- Maida Rojas – Classroom Specialist

PROGRAM MISSION, VISION, & VALUES

Mission:

The Concho Valley Council of Governments Head Start and Early Head Start program is committed to empowering children and families for lifelong success.

Our Vision:

To be leaders in early childhood development by providing safe and high-quality programming and delivering growth in community engagement, family wellbeing, and school readiness.

Values:

We promote and stand for:

Family empowerment, school readiness, independence and self-sufficiency, community collaboration, healthy children and families, mental wellness health, and safe and nurturing environments.

PROGRAM DESCRIPTION

CVCOG Head Start/Early Head Start is a program of the Concho Valley Council of Governments. It is a long-standing program, operating since July 2004. Our program serves 411 Head Start students, 112 Early Head Start students, and 8 Pregnant Women. Demographics are as followed.

Head Start Early Head Start	City/County	Description	Duration – 5 Day	Enrollment
Day	San Angelo Tom Green County	Center Based	7:45-1:45 HS 7:45-2:15 EHS	Head Start 119 Early Head Start 72
San Jacinto	San Angelo Tom Green County	Center Based	7:45-1:45 HS 7:45-2:15 EHS 2:15 – 3:15 Pre-K	Head Start 153 Early Head Start 40 SAISD Pre-K Pregnant Mom 8
Eldorado	Eldorado Schleicher County	Center Based	7:45-1:45 HS	Head Start 17
Menard	Menard Menard County	Center Based	7:45-1:45 HS 7:45-2:15 EHS	Head Start 17
Ozona	Ozona Crocket County	Center Based	7:45-1:45 HS	Head Start 17



Day



San Jacinto



Eldorado

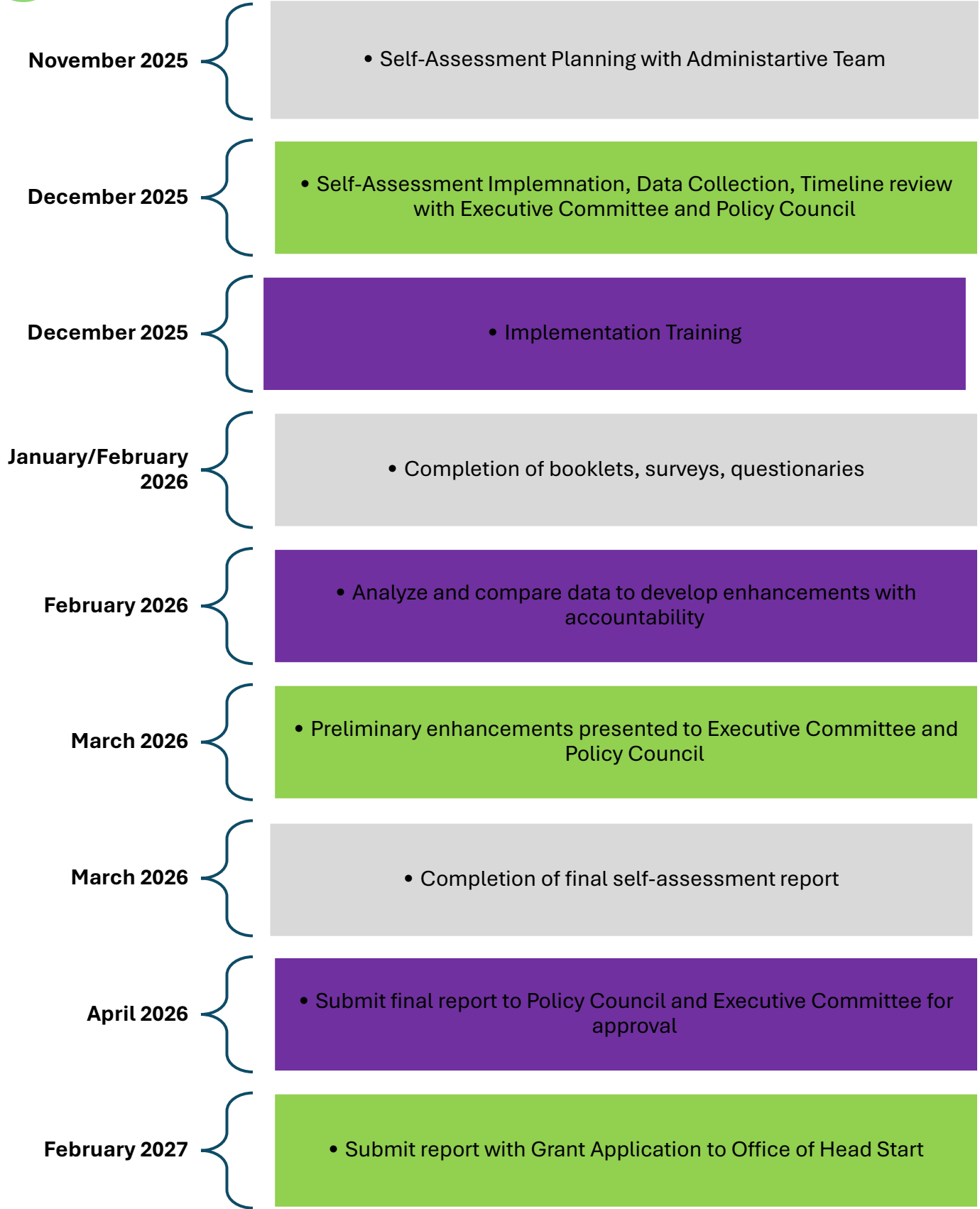


Menard



Ozona

3 TIMELINE



4 METHODOLOGY

1. Design Process

This initiative was developed through a collaborative effort involving the Administration Staff, Policy Council, and Executive Committee. Input was gathered from a broad group of stakeholders, including the Program Director, Head Start administrative team, Policy Council members, Executive Committee representatives, community partners, and staff members to ensure a comprehensive and inclusive planning process.

2. Team Engagement

An in-person training session will be conducted to provide an overview of the updated self-assessment procedures. The session will outline data collection methods, identify designated staff responsible for gathering information, and review the established timeline, ensuring all relevant components are clearly communicated.

3. Analysis, Dialogue, and Development

Collected data will be compiled and analyzed by the Administrative Team and compared with prior results to identify trends and assess individual content areas. Key strengths and opportunities for improvement will be prioritized. A detailed action plan will then be developed, including a clear implementation timeline and assigned staff responsibilities. Self-assessment data were collected using all designated tools referenced on the specified page.

4. Finalization and Follow-Up

Findings will be shared with leadership, the Policy Council, Executive Committee, and other key stakeholders. Follow-up meetings will be scheduled to review progress and monitor improvement efforts. Strategies will be refined as needed to ensure continued compliance and promote ongoing quality improvement.

Methodology

Methodology refers to the systematic and theoretical analysis of the methods used in the Self-Assessment process. It includes the principles, procedures, and techniques applied to conduct research and address identified needs. A well-defined methodology ensures that the process is rigorous, structured, and consistent, thereby supporting reliable, valid, and replicable findings.

5 DATA COLLECTION TOOLS

1

Community Assessment - Describes the context in which Head Start and Early Head Start programs operate and is useful for ensuring correct services are provided to the appropriate population.

2

Catscan Comprehensive Approach/Tool - It is designed to help programs with the process of building and implementing a compliant self-assessment.

3

Microsoft Forms Content Survey/Paper Surveys - Content area-based questions received by google survey (or in paper) that reflect compliance and comprehension of Head Start Standards and Implementations.

4

Teaching Strategies - An authentic, ongoing observational system for assessing children from birth through kindergarten. It observes children in the context of everyday experiences.

5

Federal File Audits - Content area audits conducted on Federal files and Family Service Files to make sure the program is following program standards.

6

CLASS - It is a tool for observing and assessing the effectiveness of interactions among teachers and students in the classrooms. Measuring the following: emotional, organizational, and instructional support that contribute to a child's

7

CLI Engage/Brigance - Comprehensive professional development, assessment, and quality improvement platform for early care and education programs in Texas

8

CACFP Monitoring Review - Nutritional report that evaluates record-keeping, training, meal analysis, civil rights, and meal service.

9

GoEngage - A data collecting software program that allows data entry, applications, and reports across all content areas.

10

Family Partnerships - Meetings with families that analyzes family outcomes, needs, referrals, and goal development strategies.

6

DATA COLLECTION TOOLS

Administration- Areas of Strength

1. Program data collection processes have improved and are actively being utilized to inform decision-making.
2. The most recent audit resulted in no findings, demonstrating strong fiscal oversight and compliance.
3. Successful approval of the CACFP grant supports continued nutrition services for enrolled children.
4. Staff have made significant professional advancements, including the attainment of CDA credentials and higher education degrees over recent years.
5. A wage adjustment implemented on 10/01/2025 has increased competitiveness in staff compensation.
6. The program offers a strong benefits package that supports employee well-being and retention.
7. An approved change of scope reduced the number of classrooms, allowing for strategic reallocation of funds to enhance staffing, including the addition of two floater positions.

2026-2027 Action Items

1. Address the identified area of non-compliance, enhancing internal monitoring systems, ensuring timely corrective actions, and maintaining documentation to include supporting staff in meeting minimum qualification requirements and completing necessary waivers when applicable.
2. Develop and implement strategies to secure additional resources and partnerships to meet the 20% Non-Federal Share Match requirement.
3. Focus on recruiting qualified teachers, teacher assistants, and substitutes. Maintain a pool of qualified substitute staff interested in permanent employment opportunities.
4. Prioritize staff retention to ensure required staff-to-child ratios are consistently met. When necessary, implement contingency plans, including temporary classroom closures, to ensure the health and safety of children.
5. Monitor and assess the impact of the change in scope, including reduced classrooms and the addition of floater positions, to determine effectiveness in reducing staff stress and burnout and improving overall program operations.
6. Offer targeted training opportunities, particularly in supporting children with challenging behaviors, strengthen staff capacity and improve classroom outcomes.

2025-2026 Action Items - Results

1. Seek employees with basic qualifications, for teachers, teacher assistants, and substitutes
 - **Result** – Ongoing
 - **Operational Plan** - We continue to try and recruit qualified employees. We increased salaries by 3% to try and recruit and retain qualified staff.

2. Enhance strategies for monitoring and addressing teacher burnout to improve retention and job satisfaction
 - **Result** – Ongoing
 - **Operational Plan** – We hired a Classroom Support Specialist to assist with this, however, with the amount of turnover, there is still room for improvement. We have also hired extra floaters, but again with vacancies the staff haven't felt the benefit.
3. Revise the budget worksheet to streamline processes for improved efficiency and better financial management.
 - **Result** – Complete
 - **Operational Plan** - The previous budget worksheet was outdated and did not follow the order of the numbers to be input HSES. The Director of Finance has completed a new worksheet that is more user-friendly.
4. Improve data collection and reporting accuracy within the ChildPlus system to ensure reliable program tracking and compliance or research and implement a new software system.
 - **Result** – Complete
 - **Operational Outcome** - ChildPlus did not meet our service needs, we researched alternative solutions and ultimately purchased and implemented a new software system, GoEngage, which provides improved program tracking and greater data accuracy.
5. Enhance the quality of staff training to ensure more effective learning and development outcomes.
 - **Result** – Complete
 - **Operational Plan** - We started using Academy + to do some of the annual training. This has allowed us to have more intentional time with teachers and staff on other training courses. Staff can work on some of their training on their own through Academy +.
6. Write a comprehensive policy and procedure focused on the protection and privacy of children for safeguarding sensitive information.
 - **Result** –
 - **Operational Plan** -
7. Enhance the WWW form by transforming it into a user friendly and comprehensive Admin Yearly Calendar for improved accessibility and usability.
 - **Result** – Completion Pending
 - **Operational Plan** – In August 2026, the WWW form will be redesigned into a user-friendly and comprehensive Admin Yearly Calendar. This will be achieved by simplifying the layout, organizing key tasks and deadlines into a clear calendar format, and improving navigation for easier access. Input from administrators will be incorporated to ensure the tool meets practical needs, and usability testing will be conducted prior to rollout to confirm functionality and ease of use.

ERSEA – Areas of Strength

Administrative Team – Ofelia

Barron

1. The program maintains organized waitlists, prioritizing children fairly and transparently year-round.
2. Families are well-prepared for transitions through clear, consistent communication.
3. Enrollment is conducted in a safe, confidential, and family-friendly environment that fosters trust.

2026-2027 Action Items

1. By the end of the program year 2026-2027, 100% of ERSEA staff will complete training on culturally and linguistically responsive practices and demonstrate the use of respectful communication strategies when interacting with diverse families, as measured through training completion records, staff self-assessments, and family feedback surveys.
2. Family Service Workers will strengthen their understanding and use of equitable practices when developing improvement plans for children at risk of missing 10% or more of the program year, ensuring families receive individualized and culturally responsive support to improve attendance.

2025-2026 Action Items - Results

1. Enhance job-specific training for custodians to improve their skills, efficiency, and adherence to best practices.
 - **Result** – Awaiting Completion
 - **Operational Plan** – A survey will be conducted in April to assess staff training needs for the July in-service.
2. Assess and enhance the exchange of valuable information to better support families in successfully navigating their transition experience
 - **Result** – Unresolved
 - **Operational Outcome**– After reviewing the number of surveys distributed versus those returned, the ERSEA Manager determined that issuing another survey would not produce meaningful results. Families have expressed concerns about the amount of required program documentation, which may be contributing to survey fatigue and low response rates. As a result, alternative methods for gathering family input will be explored. Family Service Workers will continue collecting relevant information through individual meetings with families.
3. Evaluate collaboration with community partners to strengthen their role in promoting and supporting CVCOG Head Start’s outreach and recruitment efforts.
 - **Result** – Completed
 - **Operational Outcome** - Survey results indicate strong communication between Head Start and community partners, with 50% of respondents rating communication as excellent and an additional 38% rating it as good
4. Enhance understanding of family experiences in EHS by holding focus group discussions to gain deeper insights into how information exchanges have impacted their ability to navigate the transition process.
 - **Result** – Completed
 - **Operational Plan** - We added a two-week follow-up visit prior to a child transitioning out of Early Head Start. During this visit, we will include a question about whether the transition meeting has impacted on the family’s ability to successfully navigate the transition process.

1. Our family support practices are strong—goal and step development is highly effective, and follow-up with families remains consistent
2. Engagement, participation, and interaction have steadily increased over the past three years as staff have strengthened their skills in parent interaction and involvement, and as each site has developed a understanding of what best engages their families.
3. Staff feel supported through open communication, have the tools needed to perform their jobs effectively, and experience a positive work environment where they feel valued, respected, and able to maintain a healthy work-life balance.
4. Executive Committee and Policy Council understand their roles and responsibilities and feel adequately trained.
5. Members feel comfortable asking questions and Head Start staff are well prepared, hospitable, and professional.
6. Executive Committee and Policy Council members feel their voices are heard and valued.

2026-2027 Action Items

1. Strengthen GoEngage engagement and accessibility for parents, families, and staff.
2. Provide Specification Guidance tools for all FAMCO areas that matches staff preference of learning in a step-by-step aid.
3. Expanding the scope of parent education makes resources more accessible, ensuring that families have multiple opportunities, formats, and topics through which they can build knowledge and skills that support their children’s development and well-being.
4. Elevate member voice and participation by creating a Round Robin at the end of Policy Council meetings so members can share site insights and participate in the meeting.
5. Tighten meeting efficiency by researching more efficient ways to release and view meeting agendas through different platforms.

2025-2026 Action Items - Results

1. Define volunteer roles and responsibilities, offer ongoing support, and create avenues for feedback to ensure a positive volunteer experience. Explore and implement new outreach tools to enhance recruitment efforts.
 - **Result** – Complete
 - **Operational Outcome** – Volunteer roles and responsibilities were clearly outlined during in-service training for staff and volunteers. Staff were reminded to check in regularly with volunteers to offer support. Parent surveys will be conducted during the IFPA visits to collect feedback on volunteer opportunity experience offered throughout the year.
2. Introduce a new method for gathering engagement data to measure program success.
 - **Result** – Complete

- **Operational Outcome**– Engagement data measures were implemented through the new GoEngage software system. Current assessments track the number of events, event attendance, learning opportunities offered, and teacher readiness. Staff received training on the new data collection methods through multiple sessions and the consistency of proper collection.
3. Research and evaluate various parent education tools that align with program requirements and implement within the school year.
 - **Result** – Complete
 - **Operational Outcome** - Program requirements were identified using guidance from the Head Start parenting curricula resources, which informed the development of a list of programs for review. Staff were provided with curriculum options and time to review and evaluate them in January 2026. Administration will review staff feedback and meet to select a program for the 2026–2027 school year.
 4. Implement the GoEngage software to centralize referral entries and data collection. Provide training for staff on how to effectively use the platform to track and manage referrals.
 - **Result** – Complete
 - **Operational Outcome** - The GoEngage software was implemented in the Fall of 2025 to centralize referral entries and streamline data collection. The GoEngage system was customized to fit our program needs. Staff received training on how to effectively use the platform to track, manage, and monitor referrals accurately and consistently and follow-up training occurred throughout the year.

Health – Areas of Strength

1. Families report feeling supported in addressing their child’s health needs throughout the completion of program health screenings.
2. Eighty-eight percent of families report no concerns regarding their child’s behavior.
3. Strong and effective communication exists between families and Family Service Workers, as well as between Family Service Workers and the Administration team.
4. Production records are completed accurately, including CN labels, recipe numbers for each meal, and full documentation of all components served.
5. Staff consistently track recycled milk for each meal, including both breakfast and lunch.

2026-2027 Action Items

1. Engage bachelor’s-level social work students as interns to support the development of students’ social-emotional skills and assist in identifying behavioral concerns.
2. Increase staff retention and reduce burnout by implementing a minimum of three targeted wellness initiatives during the program year.
3. Demonstrate measurable growth in students’ social-emotional skills by utilizing a research-based assessment tool and analyzing outcomes by the end of the program year.

4. Consistently follow standardized recipes and portion standards to ensure food quality, taste, and presentation remain consistent for every meal served.
5. Ensure production records are completed by listing all menu items served for each meal to maintain accurate documentation and meet CACFP program requirements.

2025-2026 Action Items - Results

1. Collaborate with Angelo State University to place students under supervision at sites to support student mental health.
 - **Result** – Awaiting Completion
 - **Operational Outcome** - On going due to the ages of the children in the head start program.
2. Implement mental health first aid training for staff to enhance their ability to support children's well-being.
 - **Result** – Complete
 - **Operational Plan** – MHMR did mental health first aid for all staff members.
3. Research and teach trauma-informed care resources and training opportunities with staff.
 - **Result** – Complete
 - **Operational Plan** - DJ Batiste came and spoke with the staff.
4. Explore, identify, and share additional training opportunities on behavioral and emotional challenges for staff:
 - **Result** – Completed
 - **Operational Outcome** - Provided training emphasizes the importance of consistent classroom routines for children experiencing behavioral challenges, helping them understand expectations and feel secure in their environment. The session also addressed how prolonged transitions can increase stress levels in young children.
 - The training, *Stress, Trauma, and Resilience in Preschoolers*, highlighted the connection between stress, trauma, and behavior. During the in-service, I discussed with teachers how behavioral challenges can serve as a form of communication, often signaling that a child may be experiencing stress or the effects of trauma.
5. Create and provide recorded educational classes for mothers who are unable to attend in person:
 - **Result** – Awaiting Completion
 - **Operational Outcome** - I have all the material and educational information on hand for all pregnant mothers. For the ones who are unable to attend the meetings, we meet with them on a different day to make sure all the information is given. Moms are given a schedule with days and times of training. If a mom is unable to attend, they will be given the opportunity to attend through zoom or teams. The Family Service Worker shares this information with the pregnant moms through email or text.

6. Share the pregnant women’s class schedule with teachers and designate specific sessions for them to attend, engage with families, and answer questions.
 - **Result** – Complete
 - **Operational Outcome**- Teaching staff attend the pregnant moms training to talk with them and give out information about what to expect in the classroom. Teachers invite the parents to take a tour of the classroom so they can get a feel of the room and be familiar with the surroundings. Both teachers are available to answer any questions moms may have.

7. Establish clear procedures, train and educate, and have staff utilize tracking tools for the milk recycling process.
 - **Result** – Complete
 - **Operational Outcome** – Overseeing kitchen staff operations prior to meal distribution to classrooms. Additionally, review the recycling form at the end of each month.

8. Establish clear procedures, train and educate staff on the correct completion of production records.
 - **Result** – Complete
 - **Operational Outcome** – Production records are reviewed on a weekly basis and are also checked during CACFP site monitoring.

9. Organize hands-on training workshops and seminars. Create comprehensive educational materials, including handouts, presentations, and online resources, that cover the nutritional guidelines and standards for grains.
 - **Result** – Complete
 - **Operational Outcome** – Staff were given all the updated information to add to their Nutrition info notebook

Education/Disability– Areas of Strength Administrative Team – Cheryl Mayberry and Stephanie

1. Teachers demonstrate a clear understanding of their role in supporting children’s learning and development, enabling them to create purposeful, well-structured environments with meaningful activities and interactions.
2. They effectively individualize instruction and support to meet the diverse needs of each child, recognizing different developmental paces and adapting strategies to ensure all children are supported and engaged.
3. Teachers also use observations, assessment data, and daily interactions to guide instruction, thoughtfully reflecting on this information to plan responsive learning experiences that promote development across all areas.

2026-2027 Action Items

1. **Head Start** - Ensure accurate and consistent implementation of child assessment procedures across all Head Start classrooms, with teaching staff following established timelines,

documentation requirements, and data entry protocols to support ongoing child progress monitoring and individualized instruction.

2. **Head Start** - Strengthen education data collection and monitoring systems to ensure accurate, timely, and meaningful use of data that informs instruction,
3. supports child outcomes and ensures full compliance with Head Start Performance Standards.
4. **Head Start/Early Head Start** - Implement a comprehensive coaching system that supports all teaching staff through ongoing, individualized professional development, including regular observation, feedback, and reflective practice, to improve instructional quality and promote positive child outcomes.
5. **Head Start/Early Head Start** - By the end of the 2026–2027 program year, all teaching staff will participate in CLASS-focused training and coaching and implement effective teacher-child interaction strategies across all CLASS domains.
6. **Early Head Start** – Classrooms will provide infants and toddlers with a minimum of 45 minutes of outdoor play each program day, weather permitting, on at least 90% of program days. Outdoor play will be visibly scheduled on each classroom’s daily routine and supported by an age-appropriate, inviting outdoor environment.
7. **Disability** - Strengthen the implementation of disability services to ensure all children with suspected or identified disabilities receive timely, high-quality, and inclusive support in accordance with Head Start Performance Standards.

2025-2026 Action Items - Results

1. Provide Targeted Coaching by Implement a coaching program focused on improving instructional support, offering individualized guidance and feedback to teachers. Organize professional development sessions to enhance teachers’ skills in fostering critical thinking, language development, and engagement.
 - **Result** – Awaiting Completion
 - **Operational Outcome** – Targeted Coaching was not fully implemented during the review period due to the added requirements for CLASS 2nd Edition reliability testing and staff training on the new tool, which delayed formal rollout. During this time, individualized support continued through technical assistance, reflective conversations, and informal coaching to strengthen teacher-child interactions. As corrective action, CLASS reliability testing has been completed, staff training is scheduled for February, and the Coaching Implementation Plan timeline has been updated and approved by the Policy Council and Executive Board. Targeted Coaching will be formally implemented in Spring 2025–2026, with leadership monitoring and documenting activities to ensure alignment with the plan and ongoing quality improvement.
2. Develop and provide 80% of the yearly lesson plans for teachers while offering targeted training on lesson plan development. Additionally, conduct professional development sessions on effectively implementing the curricula, including Frog Street and Second Step Social-Emotional Skills for Preschoolers, to ensure high-quality instruction and student engagement.
 - **Result** – Complete

- **Operational Outcome** – Beginning in the 2025–2026 program year, I have developed 100% of lesson plans to date to reduce the instructional planning workload for teaching staff. Teaching staff are encouraged to individualize and enhance the lesson plans by adding classroom-specific activities and instructions tailored to the needs of their children. I continue to provide targeted support by consulting with teachers, as requested, to offer individualized guidance on lesson plan development and effective curriculum implementation.
3. Collaborate with Mental Health Manager on Behavior Plans to establish research strategies for the teacher to implement in the classroom.
- **Result** – Complete
 - **Operational Outcome** – We discuss concerns in the classroom on an individual basis. Mental Health Manager, Disabilities Manager, and the Teacher Support Specialist conduct observations on suspected behavioral challenges and discuss findings with the teachers. Strategies are suggested, and modifications may be made to the classroom environment. As a last resort, a Behavioral Plan will be developed with the parent/guardian and reviewed as needed.
4. Provide training and demonstrate to teachers on how to coordinate classroom setups and assist teachers in implementing seamless transitions between activities.
- **Result** – Complete
 - **Operational Outcome** – “Setting Up the Learning Environment” training was provided during Pre-Service in July 2025. This training outlined clear expectations for what an effective classroom setup should support, including child movement, active supervision, and engagement. It also detailed the required materials for each learning center at the beginning of the school year, as well as additional materials to be introduced after the initial 45-day adjustment period for children.
- At the start of the school year, walk-through observations were conducted to ensure classrooms were aligned with these expectations. Ongoing classroom monitoring continues throughout the year, with the learning environment consistently assessed. When needed, I provide direct support by assisting teachers with modifications or offering guidance for necessary changes to strengthen classroom organization and effectiveness.
- During Pre-Service training, we also addressed the use of classroom management systems to support smooth transitions between activities within learning centers. Training included strategies for embedding learning opportunities into transitions as teachers move children throughout the day. Additionally, teachers were trained in the use of the Transition Roll Call form when transitioning in and out of the classroom to ensure active supervision is always maintained.
5. Provide sites with appropriate toys and equipment to create an inviting and engaging outdoor environment for children. Implement a system to regularly monitor classrooms, ensuring that outdoor playtime is integrated into the daily schedule and that children are actively participating in outdoor activities. Conduct training sessions for teachers on the importance of outdoor time for children's physical, social, and cognitive development. Emphasize best practices for integrating outdoor activities into the daily curriculum and fostering an enthusiasm for outdoor play.
- **Result** – Complete

- **Operational Outcome** – Classroom teachers, in collaboration with their teaching assistants, develop a daily classroom schedule that includes both adult-led and child-initiated activities within the classroom and the outdoor learning environment. The schedule intentionally incorporates music and movement activities as part of the daily routine, allowing children opportunities to move, engage physically, and express themselves creatively, while also ensuring sufficient outdoor playtime each day. Physical activity is never withheld or used as a form of punishment or reward. Head Start Performance Standards and State Minimum Standards related to physical activity as an integral component of the daily routine are reviewed and emphasized during annual pre-service training.



CONCHO VALLEY
COUNCIL OF GOVERNMENTS
5430 Link Road • San Angelo, TX 76904
325-944-9666

To: Executive Board and Policy Council

From: Carolina Raymond - Director of Head Start

Date: May 13th, 2026

Re: CVCOG Head Start 25-26 Self-Assessment Report

Consider and take appropriate action concerning the CVCOG Head Start Self-Assessment Report.

EC Chairman

Date

Policy Council Chair

Date



May -Agenda ITEM 10



CONCHO VALLEY
COUNCIL OF GOVERNMENTS

Quality Improvement Plan

<u>Citation</u>	<u>Description of Deficiency</u>	<u>Action Taken</u>	<u>Time Frame</u>	<u>Staff Involved</u>	<u>Status</u>
	<p>The grant recipient had multiple incidents in which staff members at the Day Center used physically abusive behavior with children.</p> <p>Incident 1: On January 20, 2026, a staff member at the Day Center witnessed an Early Head Start (EHS) teacher telling children, they would be spanked if they did not listen. A 2-year-old child continued not to listen, and the EHS teacher took the child into the bathroom and spanked them. The child walked out of the bathroom holding their bottom.</p>	<p>All staff were convened for a meeting on January 21, 2026, to address the seriousness of the incident. The Discipline and Guidance policies were reviewed in detail. Following the review, all staff re-signed the Discipline and Guidance. A staff member requested additional training prior to re-signing the Operational Discipline and Guidance policies; this training was provided for them later that same week. (attachment 1)</p>	1/21/2026	Head Start Teaching Staff at Day and San Jac, Site Supervisors, Admin Staff and Executive Director.	Completed
	<p>Incident 2: On January 22, 2026, a staff member at the Day Center observed a Head Start teacher handling 3</p>	<p>All Head Start administrative staff have been granted access to the cameras at the San Jacinto and Day Head Start sites. They will be conducting periodic, unannounced monitoring of classrooms from the office and help ensure compliance with all required standards. (attachment 2)</p> <p>Updated Video Policy (attachment 3)</p> <p>Updated Policy and Procedures for Video Monitoring (attachment 4)</p> <p>Created Video Monitoring Checklist on Microsoft Forms) (attachment 5)</p>	<p>Access given 1/23/2026</p> <p>4/27/2026</p>	Head Start Admin	ongoing
		<p>All Staff were required to complete Behavior Mastery Basics Training in Academy+.</p> <p>All Staff completed Positive Guidance for Infant and Toddlers (EHS) and Positive Guidance for Preschoolers (HS) Training in Academy +.</p>	1/27/2026-2/4/2026	All Head Start Staff and Admin.	Completed



CONCHO VALLEY
COUNCIL OF GOVERNMENTS

Quality Improvement Plan

<p>different Head Start children in a rough manner. The teacher forcefully grabbed hold of children's arms and pulled them roughly to sit down. The assistant director stated there were at least 5 or 6 occurrences of this type of incident with 3 different children within a 45-minute period.</p> <p>Incident #3. On 2/17/2026 a Foster Grandparent Senior Volunteer used improper discipline and guidance with two children.</p>	<p>Behavior of Mastery Basics and Positive Guidance for Infant and Toddlers (EHS) and Positive Guidance for Preschoolers HS Comprehension Worksheet Completed and Reviewed during all staff training. (attachment 6 & attachment 6.1)</p>	2/13/2026		
	<p>Staff involved in the incident were terminated</p>	1/22/2026 1/23/2026	Teaching Staff, Site Supervisor, Assistant Program Director	Completed
	<p>Site Supervisor of where the incident occurred was put on a disciplinary action and improvement plan.</p>	2/11/2026		
	<p>Site Supervisors are to review Head Start Performance Standards during their staff meetings monthly with the calendar provided by Admin March – June. (attachment 7)</p>	3/24/2026- June 2026	All Teaching Staff	Ongoing
	<p>Policy Council and the Executive Committee were informed of the two incidents at the monthly meeting. (attachment 8)</p>	2/11/2026	FAMCO & Assistant Director	Completed
	<p>Site Supervisor called the Foster Grandparent and had her leave the facility pending investigation of the report. Foster Grandparent volunteer left immediately.</p>	2/17/2026	Menard Site Supervisor	Completed
	<p>Foster Grandparents notified Senior Volunteer Director that she was resigning with her involvement with the Foster Grandparent Program (attachment 8.1)</p>	2/18/2026	Senior Volunteer Director	
	<p>We identified a need for support in Classroom 4. Classroom Support Specialist (CSS) has been working with the three Teacher Assistance assigned to Room 4 at Day where one of the incidents happened. She has worked on daily routines, mentoring, and lesson</p>	03/04/2026	Classroom support specialist and Teacher Assistants	Ongoing



CONCHO VALLEY
COUNCIL OF GOVERNMENTS

Quality Improvement Plan

	planning. CSS meets with staff every Thursday to ensure they are ready for the next week. (attachment 8.2)			
	AmeriCorps Senior/ Foster Grandparent Volunteers reviewed the Policy handbooks, the Do's and Don't of volunteering in Head Start Sites (attachment 9)	3/11/2026	Senior Volunteer Director	Completed
	Created a Classroom Daily Rounds sheet for Supervisors to ensure they are doing their daily checks in every classroom as stated in the Policies and Procedures. (Attachment 4) Classroom Daily Rounds sheet (Attachment 10)	3/23/2026	All Admin Staff and Site Supervisors	Ongoing
	A Fatigue Self-Assessment has been conducted for all staff to identify individuals who fall into the 'High' burnout category. The HS Director will then meet with these staff members to assess their needs and provide appropriate tools and resources to help mitigate burnout. Three staff scored high in the "burnout" Category. Head Start Director has scheduled meeting with the three staff to see what support or resources they need. (attachment 11)	03/25/2026 3/31/2026-4/6/2026	All staff and Program Director	Completed
	Wellness Committee members identified from each site to develop the staff wellness action plan (SWAP). First meeting is scheduled for July 22 nd to include ECS. (attachment 11.1)	04/01/2026	Health and Mental Health Manager	Ongoing
	All Staff completed Behavior Guidance Training: Stating Behavioral Expectations	04/01/2026 04/08/2026	All Teaching Staff/ Assistant	Completed



CONCHO VALLEY
COUNCIL OF GOVERNMENTS

Quality Improvement Plan

		(attachment 12)		Director/ Classroom Support Specialist.	
		Approval from the Policy Council and Executive Committee to approve the Quality Improvement Plan at the April meeting and all updated Policies and Procedures. (attachment 13)	04/08/2026	Program Director	Completed
		All Foster Grandparents volunteers were retrained and resigned the Standards of Conduct, The Discipline and Guidance form and reviewed the expectations of their role as a volunteer in the classroom. (attachment 14)	04/09/2026	Compliance Manager/ Education Manager	Completed
		Worked with TTA on QIP and identified goals for Health and Safety. (attachment 15)	03/27/2026, 4/1/2026, 4/9/2026	Flor Quintero/ Nadia Ochoa/ Head Start Director/ Head Start Admin	Completed
		Deployed for an onsite visit to site where incidents occurred.	05/05/2026		
		Approval of updated Quality Improvement Plan (attachment 16)	5/13/2026	HS Director / Policy Council/ Executive Committee	Completed
		ECS will provide "An Integrated Approach to Child Safety" training on-site.	07/21/2026	All Head Start Staff and ECS (Nadio Ochoa)	Upcoming



CONCHO VALLEY
COUNCIL OF GOVERNMENTS

Quality Improvement Plan

		Review onboarding/new staff orientation process to streamline.	08/01/2026	Head Start Admin	Upcoming
--	--	--	------------	------------------	----------

Objective: To be in compliance with 1302.90(c)(1)(ii) to ensure that all CVCOG Head Start Staff do not engage in behaviors that maltreat or endanger the health or safety of children.



CONCHO VALLEY
COUNCIL OF GOVERNMENTS
5430 Link Road • San Angelo, TX 76904
325-944-9666

To: Executive Board and Policy Council
From: Carolina Raymond - Director of Head Start
Date: May 13th, 2026
Re: CVCOG Head Start Quality Improvement Plan

Consider and take appropriate action concerning the updated to the CVCOG Head Start Quality Improvement Plan to systematically improve program performance and ensure high-quality services for children and families.

EC Chairman

Date

Policy Council Chair

Date



May -Agenda ITEM 11



REFERENCE	1302 Subpart J – Program Management and Quality Improvement		
APPROVAL/EFFECTIVE	July 10, 2024, February 12, 2025, April 8, 2026		Pages: 1-3
SUBJECT	Achieving Program Goals	STANDARD	1302.102

Establishing Program Goals

The Concho Valley Council of Governments (CVCOG) Head Start Program in collaboration with the Executive Committee (EC) and Policy Council (PC) will establish strategic goals for the five-year grant period. These goals are established through results of the Community Assessment, Self-Assessment, data collection related to all program areas, school readiness, and health and safety.

Monitoring Program Performance

The Head Start Program will develop and implement a process of ongoing monitoring and continuous improvement of the service delivery area and program operation. The program will abide by all local, state, and federal regulations. We will provide high-quality program services, share strategies, and communicate plans to ensure child and staff safety.

Monitoring Systems:

Ongoing monitoring continues to provide recommendations to enhance the quality of care and services to children and to provide safe and healthy environments through the following service areas:

- Compliance of Health and Safety
- Education Services
- Health /Mental Health Services
- Nutrition
- Disabilities
- Family & Community Support
- ERSEA

The CVCOG Head Start Program will utilize the results of monitoring efforts and activities to further evaluate compliance with Head Start Performance Standards and regulations.

- Administrative Management Staff will provide ongoing monitoring to include regular site visits to all Head Start sites and classrooms.
- Site visits to all sites will be announced and unannounced.
- Management staff will complete the **Monitoring Protocol** related to their content area at least twice a year and as needed.
- The Site Supervisor will be responsible for completing the **Compliance Monitoring** at their site at least twice a year and as needed.



- All data will be aggregated and strategies for improvement will be shared with site supervisors, all site staff, content area managers and Head Start director. Corrective action plans will be implemented when necessary.
- Any deficiencies, safety incidents, or audit findings will lead to additional training, when necessary, or as stated in the corrective action plan.
- The Policy Council and Executive Committee will be aware of any major findings, or any incidents reported to the Office of Head Start or Child Care Regulation.
- Content area reports will be due on the 10th of every month to the Head Start director
 - Monthly disability numbers
 - Monthly enrollment numbers
 - Monthly physicals and dentals – completed percentages
 - Monthly 45-day reports – completed percentages
 - Monthly classroom observations (after 45 days of the start of school)
 - Child assessment data (quarterly)
 - Monthly nutrition reports
 - Monthly parent education participation
 - Monthly behavior observations / number of behavior plans in place
 - Monthly mental health referrals initiated
- Site Supervisors will do daily rounds of their entire campus including walking into all classrooms.
 - Site Supervisors will complete the **Classroom Daily Rounds** in all classrooms daily.
 - Site Supervisor will address any health and safety concerns immediately with staff if observed.
 - Site Supervisors will upload their monthly **Classroom Daily Rounds** into Go Engage under an AIR.
 - If the Site Supervisor is out for the day, the staff left second in charge will be responsible for completing the task above, if this is not possible due to staffing issues for the day, the second in charge is responsible for notifying the Admin team, so they can do the **Classroom Daily Rounds**.
- Head Start Admin will conduct periodic, unannounced reviews of classrooms from the office to help ensure compliance with all required standards are being met. They will use the **Video Monitoring Checklist**. They will follow the steps on the checklist. If follow-up is necessary, administrative staff will email the staff member and copy the Site Supervisor, including the follow-up details and observation notes

Ongoing Assessment of Program Goals

- EC and PC approve the self-assessment outline then parents and staff participate in assessment results in all content areas.



- Data is collected from all program content areas; enhancement action steps are created that encompass all content areas. EC and PC approve program enhancement action steps before they are put in place.
- Enhancement action step progress and completion will be updated in 1 year on the self-assessment.

Data for Continuous Improvement

- Content area managers will meet with the Head Start director three times per year to analyze collected data to identify risks and inform strategies in all program areas.

Reporting

- EC and PC will receive program data on a semi-annual basis from content areas.

Reporting Health and Safety Procedure

- The Site Supervisor will report any incidents that need to be reported to the Office of Head Start (OHS) or Child Care Regulation (CCR), to the Head Start director as soon as possible. Parents/guardians will be notified of the incident as soon as possible, but no later than 24 hours after the site supervisor has been made aware of the incident.
- Site Supervisor will notify CCR of the incident as soon as possible and provide any information requested. The Head Start director will notify the OHS Program Specialist of the reportable incident as soon as possible, but no later than seven days after the incident. The program will provide all requested information.
- All staff are required to report any incidents to their supervisor immediately after they occur, if the supervisor is not available, they will report it the second in charge. Any suspected or observed abuse or neglect of a child by another staff member must also be reported without delay. Any violation of the Discipline and Guidance and Standards of Contact must be communicated with your supervisor immediately. Failure to report promptly may result in disciplinary action, up to and including termination.

The below are reportable incidents:

A critical incident includes, but is not limited to:

- Suspected child abuse which may or may not have occurred during service hours.
- Allegations of child abuse/neglect against any staff member, volunteer or contractor, injury to a child due to lack of supervision or unacceptable methods of child guidance
- Incidents which may have placed a child, family member or staff in danger, including any incidents in which a child was left unsupervised

Health Incidents, which includes, but not limited to:

- Injuries that require urgent medical attention by a health-care professional
- Child or staff member leaving by emergency medical transport



CONCHO VALLEY COUNCIL OF GOVERNMENTS
HEAD START/EARLY HEAD START
Program Policies & Procedures



- Contagious diseases that could lead to an outbreak
- Child receiving outside medical attention at any point in time for an injury sustained during program hours

Other:

- Any incident which has the potential to generate negative media coverage
- Unplanned interruption in program services or closure of any site. Parents will be notified 24 hours in advance, when possible.



May -Agenda ITEM 12









May 2026



March Enrollment Data	Funded Enrollment	Reported Enrollment	Percent of Enrollment	Attendance Greater than 85%	Attendance Less than 85%
Head Start	323	322	99%	131 (41%)	191(59%)
Early Head Start/Pregnant Mom	128	127	99%%	51 (43%)	68 (57%)

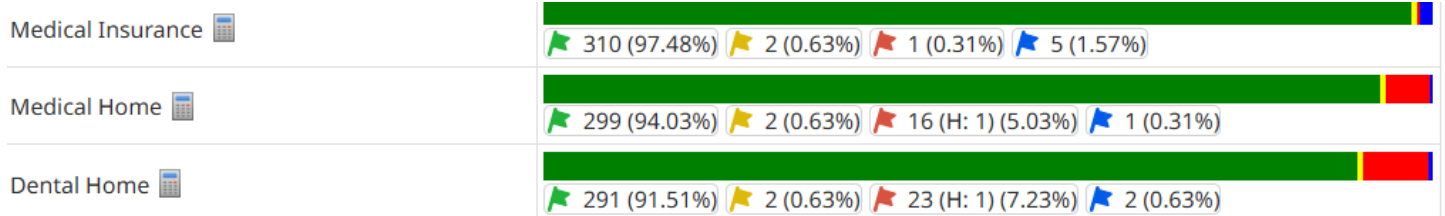
Live Disability Data	Current	Reported Enrollment	Percent of Enrollment
HS # of Children with IEP	20	318	6%
EHS Children with IFSP	11	120	9%
Program Wide Total # of children with IEP/IFSP	32	438	7.3%

March Nutrition Data	Breakfast	Lunch	Snack	Total
Head Start	 4221	 4408	 3209	16059
Early Head Start	 1550	 1601	 692	3843

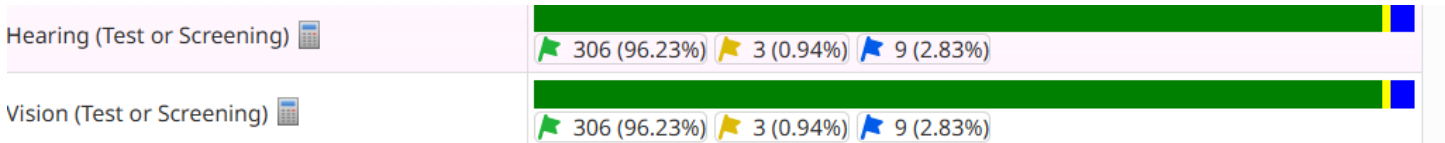


Live Head Start Health Events

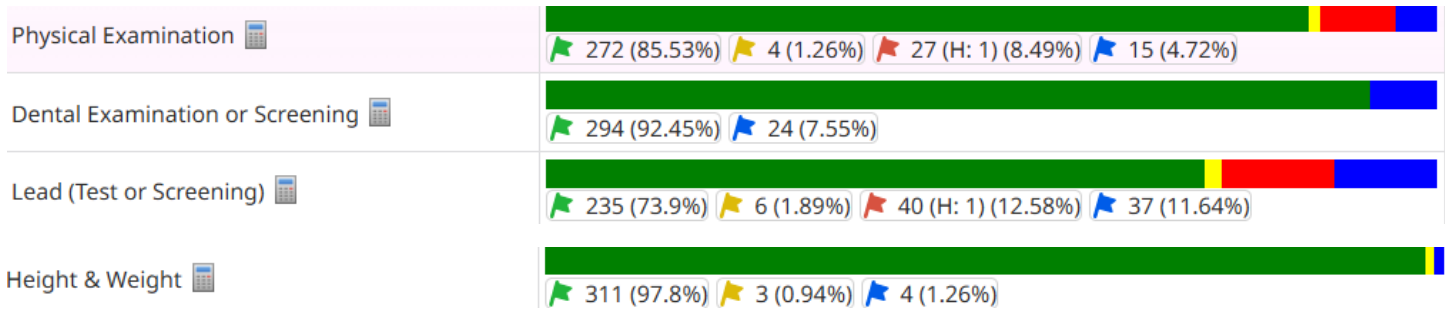
30 Day



45 Days



90 Days

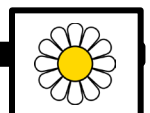


Head Start (HS) promotes school readiness of children under 5 from low-income families through education, health, social and other services.

Early Head Start (EHS) provides intensive comprehensive child development and family support services to low-income infants and toddlers under the age of 3 and their families, and to pregnant women and their families.



To complete an application please contact the following sites below:



School	Director	Family Service Workers	Hours Operation	Phone
Day Head Start Early Head Start	Comoshontai Hollis	Madelyn Herrera Nelda Garza Lori Palacios Ana Rios Laura Cortinas	7:45 am - 3:30 pm	325-481-3395
Eldorado Head Start	Abigail Ussery	Abigail Ussery	7:45 am - 3:30 pm	325-853-3366
Menard Head Start Early Head Start	Marsha Wallace	Marsha Wallace	7:45 am - 3:30 pm	325-396-2885
Ozona Head Start	Tracy Ybarra	Tracy Ybarra	7:45 am - 3:30 pm	325-392-3429
San Jacinto Head Start Early Head Start	Michelle Aguirre	Rebecca Salinas Maria Vasquez Emily Ceballos Mary Torres Christina Barrera	7:45 am - 3:30 pm	325-659-3670

HEAD START Admin Staff

Administrative Office - 5430 Link Road - (325)944-9666

Carolina Raymond - Director

Stephanie Hernandez - Assistant Director / Early Head Start Education Manager

Cheryl Mayberry - Education & Disability Manager

Ofelia Barron - ERSEA & Facility Manager

Mary Husted - Compliance & Nutrition Specialist

Stacy Walker - Family & Community, Parent Engagement Manager

Melissa Miranda - Health & Mental Health Manager

Maida Rojas - Classroom Specialist



CONCHO VALLEY
COUNCIL OF GOVERNMENTS



Head Start



CVCOG Head Start

SCAN ME



Job Positions Available

1. Day Head Start Family Service Worker
2. Day Head Start Cook
3. Day Early Head Start Teacher
4. San Angelo, Menard, Ozona, & Eldorado Universal Substitute

To Apply: Scan the QR Code or Contact us at!
CVCOG Head Start/Early Head Start
325-944-9666 / <https://www.cvcog.org/cvcog/>
5430 Link Rd. San Angelo, TX 76903